

September 22, 2020

To the EPA EWDJT Grant Review Committee:

On behalf of Groundwork Rhode Island, I am pleased to submit our FY2021 proposal. Thank you for your consideration.

Sincerely,



Amelia Rose,  
Executive Director

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Pawtucket, RI 02860

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**A. Applicant Identification**

**Name of Applicant:** Groundwork Rhode Island  
**Address:** 1005 Main Street #1223, Pawtucket, RI 02860  
**DUNS:** 947517975

**B. Responses to the Threshold Eligibility Criteria:**

- 1. Applicant Eligibility** – Groundwork Rhode Island (previously Groundwork Providence) is a non-profit 501(c)3 organization. Please see IRS Letter of Non-Profit Status.
- 2. Demonstration of Non-Duplication** – Groundwork Rhode Island does not currently receive any other federal funding to run job training programs, environmental or otherwise. Our training program is the only program we are aware of in the state that offers a range of environmental service sector trainings and certifications. Within our target community, there are other job training programs that we work with or that have similar trainings to ours including Building Futures and Amos House. However, neither of these training programs include specific environmental services training or certifications. Amos House, which we have partnered with on weatherization training in the past, offers carpentry and janitorial training and used to include HAZWOPER in its curriculum, but has discontinued it due to funding limitations and a change in program scope. The population they serve is somewhat different from ours as well, by including individuals overcoming addiction and/or homelessness; issues that the organization offers wrap-around social services to address. GWRI has offered to Amos House that individuals within their training programs who are interested in environmental services or related work would be welcome to enroll in our HAZWOPER training at no cost; an offer that has been readily accepted.

Building Futures runs a year-long job training program focused on creating a pipeline to the unionized trades, and does not have an explicit environmental or brownfields focus. There are no EPA Superfund Job Training Initiative grantees or National Institutes of Environmental Health Sciences Hazardous Waste Worker Training Programs that we are aware of in our target community. Groundwork Rhode Island has received EPA Environmental Justice Small Grants in the past, as has the Childhood Lead Action Project, an organization we contract to provide the Lead Renovation, Repair, and Painting (RRP) certification training within our program. We are not aware of any current Department of Labor grant funds in our target community focused on brownfields remediation, renewable energy, HVAC, or wastewater treatment technology. The Rhode Island Department of Labor and Training (DLT) offers a free Commercial Driver's License training for eligible individuals, which we promote among our students, encouraging them to apply. The Steel Yard and New England Institute of Technology offer welding programs that some of our students have also participated in before or after our program. New England Tech also offers the SAMI program in ship-building and marine trades, which some of our training graduates have pursued after graduating from our program as well. Recently we have been in conversation with National Grid about a tree worker training that they ran in the past with AccessPoint RI, a social service agency serving people with differing abilities, and were trying to restart in 2020, but could not due to Covid. We have had preliminary conversations about collaborating, but nothing is firm at this time. Their training overlaps slightly with some of our content but is less comprehensive and does not include HAZWOPER.

3. **Required HAWOPER Training** – All Groundwork Rhode Island and partner job training participants receive OSHA 29 CFR 1910.120 40-hour Hazardous Waste Operations and Emergency Response (HAZWOPER) training. See pages 4, 5, 7, 8, 9, and 10 of this application to see our inclusion of the HAZWOPER training.
4. **Federal Funding Requested** – \$200,000
5. **Substantial Conformity with Instructions and Format** – In writing this proposal, we have followed all instructions regarding content and format, staying within page limits, responding to all seven ranking criteria in the narrative section, and including all attachments. We will submit via grants.gov.
6. **Training Curriculum Chart** – See pages 7-8 of this application to see full training curriculum chart, including cost of each course.
7. **Plans for Delivering Training** - See page 7 of this application to see our two training delivery plans under normal circumstances and in light of the Covid situation.
8. **Target Area** – Providence-Metro Region, RI (including cities of Providence, Pawtucket, Woonsocket, and Central Falls). Our target area includes the entire Providence-Metro region due to Rhode Island's small geographic size, Providence's central role in providing services to residents from across the state, and based on past experience with the population that applies to our job training program. We accept applicants from across the state who meet our other eligibility criteria, but focus our recruitment efforts on the four core cities listed

here.

9. **Previous Funding Requirement** – Groundwork Rhode Island’s most recent EPA Environmental Workforce Development and Job Training grant was awarded in FY18.

**C. Grant Type:** Environmental Workforce Development and Job Training Grant

**D. Location:** Pawtucket, Providence County, Rhode Island

**E. Contacts:**

- a. **Project Director** – Amelia Rose, Executive Director, (401) 305-7174 (t), [arose@groundworkri.org](mailto:arose@groundworkri.org), 1005 Main Street #1223, Pawtucket, RI 02860
- b. **Chief Executive** – Amelia Rose, Executive Director, (401) 305-7174 (t), [arose@groundworkri.org](mailto:arose@groundworkri.org), 1005 Main Street #1223, Pawtucket, RI 02860

**F. Project Period:** July 1, 2021 – September 30, 2024; The duration of our project will be 3 years. We will not begin charging expenses to this grant until October 1, 2021, as our current FY2018 grant timeline overlaps with the new grant period. However, we will already be engaged in some planning and preparation during the overlap period as we continue our job training program from one grant to the next.

**G. Population:** The Providence-Metro area that we serve includes Providence (179,883), Pawtucket (72,117), Central Falls (19,568), and Woonsocket (41,751). Total Population in our target community is 313,319.

**H. Training:** 1) OSHA 10 Construction Site Safety, 2) OSHA 40 HAZWOPER, 3) First Aid/CPR, 4) 8-hour Confined Space Entry, 5) 8-hour Lead Renovation, Remodeling, Painting (RRP), 6) Forklift Operator, 7) Introduction to Wastewater Treatment, 8) Introduction to Indoor Air Quality and Vapor Intrusion, 9) Introduction to Brownfields and Site Assessment, 10) Introduction to Stormwater Management and Green Infrastructure, 11) Introduction to Composting, 12) Urban Tree Stewards, 13) Introduction to Green Roofs and Energy Star Design, 14) Landscape Design; 15) Environmental Justice and Health Equity; 16) Hands-on projects.

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**1. Community Need – A. Community Description:** Groundwork Rhode Island (GWRI) has served residents in the Metro-Providence area since 1983. Our job training programs create opportunities for unemployed and underemployed residents who face barriers to employment. Though improving until the Covid-19 crisis hit, unemployment in Rhode Island (RI) is a significant challenge. As of August 2020, RI had a 12.8% unemployment rate, ranking 50<sup>th</sup> out of 51 states (including Washington, D.C.) for current unemployment.<sup>1</sup> RI’s four core cities, Central Falls, Pawtucket, Providence, and Woonsocket, all suffer from higher unemployment rates than the state average, significant rates of incarceration, and high poverty rates. Central Falls and Providence are both cities with persistent poverty, where 20% or more of the population has lived in poverty for the past 30 years.<sup>2</sup> The following table has demographic information for the cities, and the state of RI for comparison:

	Central Falls	Pawtucket	Providence	Woonsocket	RI	National
Population	19,568 <sup>1</sup>	72,117 <sup>3</sup>	179,883 <sup>4</sup>	41,751 <sup>5</sup>	1,059,361 <sup>6</sup>	328,239,523 <sup>6</sup>
Unemployment	17.6% <sup>2</sup>	16.2% <sup>2</sup>	16.6% <sup>2</sup>	17.1% <sup>2</sup>	12.8% <sup>7</sup>	8.4% <sup>8</sup>
Poverty Rate	32.8% <sup>1</sup>	18.6% <sup>3</sup>	26% <sup>4</sup>	24.1% <sup>5</sup>	10.8% <sup>6</sup>	10.5% <sup>6</sup>
Percent People of Color	79.3% <sup>1</sup>	50.6% <sup>3</sup>	66.5% <sup>4</sup>	35.9% <sup>5</sup>	28.6% <sup>6</sup>	39.9% <sup>6</sup>
Median Household Income	\$31,724 <sup>1</sup>	\$46,938 <sup>3</sup>	\$42,158 <sup>4</sup>	\$39,932 <sup>5</sup>	\$63,296 <sup>6</sup>	\$60,293 <sup>6</sup>
Percentage of HS Graduates (age 25+)	62.8% <sup>1</sup>	80.3% <sup>3</sup>	80% <sup>4</sup>	80.6% <sup>5</sup>	88% <sup>6</sup>	87.7% <sup>6</sup>
Childhood Asthma (E.D. visits per 1000)	12.3 <sup>9</sup>	9 <sup>9</sup>	12.7 <sup>9</sup>	11.1 <sup>9</sup>	6.6 <sup>9</sup>	N/A
Lead Poisoning in Children Entering Kindergarten in Fall 2021	8.7% <sup>10</sup>	5.5% <sup>10</sup>	8.6% <sup>10</sup>	4.3% <sup>10</sup>	4.5% <sup>10</sup>	N/A
Children of Incarcerated Parents (per 1000)	17.7 <sup>11</sup>	15.4 <sup>11</sup>	20.8 <sup>11</sup>	21.4 <sup>11</sup>	10.5 <sup>11</sup>	N/A

1 2014-2018 and 2019 Data from: <https://www.census.gov/quickfacts/fact/table/centralfallscityrhodeisland,US/IPE120219>  
 2 August 2020 Data from RI DLT: <https://dlt.ri.gov/documents/pdf/lmi/lausreport.pdf>  
 3 2014-2018 and 2019 Data from: <https://www.census.gov/quickfacts/fact/table/pawtucketcityrhodeisland,US/IPE120219>  
 4 2014-2018 and 2019 Data from: <https://www.census.gov/quickfacts/fact/table/providencecityrhodeisland,US/PST045219>  
 5 2014-2018 and 2019 Data from: <https://www.census.gov/quickfacts/fact/table/woonsocketcityrhodeisland,US/PST045219>  
 6 2014-2018 and 2019 Data from: <https://www.census.gov/quickfacts/fact/table/RI,US/PST045219>  
 7 August 2020 Data from the U.S. Bureau of Labor Statistics: <https://www.bls.gov/web/laus/laumstrk.htm>  
 8 August 2020 News Release from the U.S. Bureau of Labor Statistics: <https://www.bls.gov/news.release/pdf/empsit.pdf>  
 9 Rate of Child ED Visits with Asthma Diagnosis per 1000, 2014-2018 (per RI Dept. of Health) from 2020 RI Kids Count Fact Book: [rikidscount.org/Portals/0/Uploads/Documents/Factbook%202020/Individual%20Indicators/children-with-asthma-2020fb.pdf?ver=2020-04-03-103659-843](http://rikidscount.org/Portals/0/Uploads/Documents/Factbook%202020/Individual%20Indicators/children-with-asthma-2020fb.pdf?ver=2020-04-03-103659-843)  
 10 Lead Poisoning in Children Entering Kindergarten in Fall 2021 from the 2020 RI Kids Count Fact Book: [rikidscount.org/Portals/0/Uploads/Documents/Factbook%202020/Individual%20Indicators/lead-poisoning-2020fb.pdf?ver=2020-04-03-103700-983](http://rikidscount.org/Portals/0/Uploads/Documents/Factbook%202020/Individual%20Indicators/lead-poisoning-2020fb.pdf?ver=2020-04-03-103700-983)  
 11 Rate of Children with Incarcerated Parents per 1000, September 2019 (per RI Dept. of Corrections) from the 2020 RI Kids Count Fact Book: [rikidscount.org/Portals/0/Uploads/Documents/Factbook%202020/Individual%20Indicators/children-incarcerated-parents-2020fb.pdf?ver=2020-04-03-103659-750](http://rikidscount.org/Portals/0/Uploads/Documents/Factbook%202020/Individual%20Indicators/children-incarcerated-parents-2020fb.pdf?ver=2020-04-03-103659-750)

**Current Challenges:** Based on data from the table above, our program’s target cities show significantly higher unemployment rates (16.8% average) compared to the state as a whole, lower high school completion rates, and include the largest populations of people of color in the state. The average median household income in the four cities is \$40,188, which is over \$23,000 lower than the RI average and just over \$20,000 lower than the national average. The average poverty level in the four cities is 25.4%, more than double the RI average. Between 2014 and 2018, almost two-thirds (64%) of RI’s children living in poverty lived in either Central Falls, Pawtucket, Providence, or Woonsocket.<sup>3</sup> The cities are called “core cities” by the state of RI because more than one in four children live below the poverty threshold. An added burden for many children are the higher than average rates of children with a parent who is

<sup>1</sup> August 2020 Data from the U.S. Bureau of Labor Statistics: <https://www.bls.gov/web/laus/laumstrk.htm>  
<sup>2</sup> 1990 Census Data: <https://www2.census.gov/library/publications/decennial/1990/cp-2/cp-2-41.pdf>, Page 5, Table 3; 2000 Census Data: <https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?src=CF>  
<sup>3</sup> 2020 RI Kids Count Fact Book, <http://www.rikidscount.org/DataPublications/RIKidsCountFactbook.aspx>, page 37

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incarcerated. Our program intentionally reaches out to formerly-incarcerated individuals to assist them in the often difficult transition to employment. All four of our focus cities have experienced significant economic decline due to former industry and manufacturing leaving RI. More recently on an economic rebound in many ways, in 2011 Central Falls became the fifth U.S. community to enter bankruptcy.<sup>4</sup> At least 11 textile plants closed from 1997 through 2009, eliminating almost 1,400 jobs. **Environmental Justice Concerns:** Low-income populations and people of color in RI suffer a disproportionate health and environmental burden due to their concentration in urban areas where air quality is worse, access to healthy foods is more limited, there is less green space and recreational opportunities, and houses are older and often not well maintained. Health indicators, ranging from asthma to obesity to lead poisoning, show significant race and income-based disparities<sup>5</sup> that reflect the differing environmental conditions impacting urban areas. **Toxic Exposure:** EPA's EJSCREEN tool ranks Providence (three-mile radius) in the upper percentiles for diesel particulate matter or PM (83<sup>rd</sup>), lead paint proximity (87<sup>th</sup>), Superfund proximity (84<sup>th</sup>), hazardous waste proximity (93<sup>rd</sup>), among other environmental indicators combined with demographic indicators identifying vulnerable populations, compared to the U.S. as a whole.<sup>6</sup> When comparing Providence County to the rest of RI, county residents suffer an 8% greater risk for cancer due to hazardous air pollutants. For each square mile, Providence County reports .2 air polluting facilities (.1 for RI overall), .015 Superfund sites (.011 for RI overall), and .23 toxics release inventory facilities (.11 for RI overall).<sup>7</sup> It is estimated that 80% of all RI homes were built before lead was banned in paint in 1978. From 2014-2018, 84% of low-income RI children lived in older housing, the highest rate in the U.S.<sup>8</sup> Drinking water infrastructure in many RI cities also creates lead exposure with older pipes needing full replacement. GWRI's E.D. led an EPA Community Action for a Renewed Environment (CARE) grant from 2008-2010 looking at toxic exposure in Providence. Asthma, brownfields/vacant lots, and stormwater were identified as the most pressing needs and where there were resource gaps. **Air Quality:** From 2014-2018, the asthma hospitalization rate for children under 18 was more than twice as high in RI's four core cities than in the rest of the state.<sup>9</sup> The 2011 RI Air Quality Summary Report prepared by the RI Department of Environmental Management (DEM) reports that Providence and Pawtucket monitoring sites had the highest levels of PM 10 recorded in the state, and PM 2.5 levels were significantly higher than in non-urban areas.<sup>10</sup> The American Lung Association reports that Providence County is the most polluted county for air quality in the Boston-Worcester-Providence metro area.<sup>11</sup> **Stormwater:** Water quality and access to these natural resources are serious concerns for urban residents. In the most recent Statewide Bacteria TMDL in 2011, 57 freshwater segments were identified as not meeting their designated recreational use, and in 2014, DEM added 6 more water bodies.<sup>12</sup> Among these impaired water bodies, three run through Providence, one through Pawtucket, and one through Central Falls. Pollutants include both point and nonpoint sources for contaminants such as Enterococcus and fecal coliform bacteria. Flooding events and stormwater management challenges that exacerbate pollutant loads in natural water bodies are increasing as RI experiences more frequent and larger rainfall events. **Brownfields:** Over 2,000 brownfield sites have been identified in RI.<sup>13</sup> DEM has identified 145 active sites listed in its voluntary cleanup program within our focus communities.<sup>14</sup> The core cities host the largest concentration of contaminated properties in RI, impairing community safety and quality of life due to the presence of underutilized properties, vacant lots that attract illegal dumping, and creating exposure pathways such as vapor intrusion, dermal contact, and contact with impaired water, fish, and sediment in

<sup>4</sup> <http://www.nytimes.com/2011/07/12/business/central-falls-ri-faces-bankruptcy-over-pension-promises.html>

<sup>5</sup> RI's Health Assessment and Health Improvement Plan, January 2014,

[http://assets.thehcn.net/content/sites/hari/RIHealthAssessmentandImprovementPlan\\_FINAL.pdf](http://assets.thehcn.net/content/sites/hari/RIHealthAssessmentandImprovementPlan_FINAL.pdf)

<sup>6</sup> [https://ejscreen.epa.gov/mapper/ejscreen\\_SOE.aspx](https://ejscreen.epa.gov/mapper/ejscreen_SOE.aspx)

<sup>7</sup> This website no longer exists: [http://scorecard.goodguide.com/community/ej-report.tcl?fips\\_county\\_code=44007#risk](http://scorecard.goodguide.com/community/ej-report.tcl?fips_county_code=44007#risk)

<sup>8</sup> 2020 RI Kids Count Fact Book, <http://www.rikidscount.org/DataPublications/RIKidsCountFactbook.aspx>, p. 80-81

<sup>9</sup> 2020 RI Kids Count Fact Book, <http://www.rikidscount.org/DataPublications/RIKidsCountFactbook.aspx>, p. 78-79

<sup>10</sup> <http://www.dem.ri.gov/programs/benviron/air/pdf/aqds2011.pdf>

<sup>11</sup> Presentation at the Environmental Sustainability Task Force Meeting, Providence Office of Sustainability, 2019.

<sup>12</sup> <http://www.dem.ri.gov/programs/water/quality/restoration-studies/ri-bacteria-tmdl.php>

<sup>13</sup> Confirmed through phone conversation with Cory DiPietro, DEM, 12/12/17.

<sup>14</sup> Confirmed through phone conversation with Cory DiPietro, DEM, 12/12/17.

river and pond systems. **Addressing Community Needs:** GWRI has long been a leader connecting the issues of urban environmental quality, community improvement, and economic security in RI. The goal of our job training program is to demonstrate potential pathways to opportunity for people who face barriers to employment, including those with past conviction records, a lack of advanced education, and those receiving public assistance. Through relationships with community and industry partners, GWRI has been highly successful attracting new students to our program and providing them with high quality instruction that prepares them for entry-level positions and places learning within their own community context. **B. Labor Market Demand:** GWRI's staff continuously seek input from employers throughout RI and Massachusetts and seek out contracts to keep our landscaping social venture, GroundCorp, successfully employed. We have numerous advisors comprised of industry professionals in both the public and private sectors who we solicit advice from on a regular basis, particularly between training cycles, regarding hiring trends and curriculum adjustments to meet industry needs. GWRI also maintains involvement in the statewide RI Green Infrastructure Coalition (GIC), the Providence Environmental Sustainability Task Force, the Providence Stormwater Innovation Center Advisory Committee, the RI Urban Forests Stakeholder Group, and the RI Workforce Alliance in order to keep on top of new policies that will support the environmental workforce sector as a whole, identify new employment opportunities and trends, and provide our own input into shaping economic development in the state. We are also staying apprised of the Governor's new "Back to Work Rhode Island" initiative. GWRI collaborates with the Nonviolence Institute, Amos House, Open Doors, Children's Friend, Genesis Center, and others that work with similar populations as GWRI, run complimentary programming, and have additional employer connections. There are three main environmental sectors that we have built our current training around: **1) Stormwater/Landscaping/ Trees:** In response to major flooding events, severe urban water quality impairments, and recent enforcement of Clean Water Act protections, stormwater management has taken center stage as a key environmental concern across RI. In order to create greater market demand for nature-based stormwater management, or green infrastructure (GI), GWRI has been part of statewide efforts to encourage voluntary and enforcement actions, as well as create dedicated funding sources for GI design, installation, maintenance, and monitoring. There is great potential for job creation and demand for skilled workers as these efforts gain momentum. Partners within the GIC and have also developed the Providence Stormwater Innovation Center (PSIC) to encourage new GI by leveraging funding and showcasing water quality improvements in RI's premier urban park, Roger Williams Park, which receives over 1 million visitors annually. In addition, the state's stormwater design manual, produced in 2011, has radically affected the design of new development and redevelopment projects,<sup>15</sup> resulting in landscape and construction professionals expanding their stormwater skill set and hiring employees who are familiar with stormwater concepts. We have seen GI implemented in Narragansett Bay Commission's Phase 3 Combined Sewer Overflow correction projects in Central Falls, and incorporated in multiple statewide bond referenda, the latest of which approved \$5 million for coastal resiliency in 2018. GWRI was recently awarded \$230,000 from the 2018 bond to conduct GI projects with two other GIC partners in Providence, Pawtucket, and Bristol, RI. Additionally, recent consent agreements between the RI Department of Transportation (DOT) and the federal government, as well as between some RI cities and towns with DEM, have also raised the profile of the need to better manage stormwater and incentivized on-the-ground actions to reduce stormwater pollution. GWRI's own GroundCorp landscape program consistently brings in significant earned income showing a strong demand for our services including general landscaping as well as mostly grant-funded GI projects. Building GroundCorp's reputation and work portfolio helps us hire more job training graduates, as well as connect other graduates with landscaping and related employers as we continue to perform high-quality work across RI. The RI Nursery and Landscaping Association (RINLA), an industry trade group, has been pursuing opportunities to strengthen the plant-based industry sector (with an estimated \$1.78 billion economic impact on RI)<sup>16</sup> and create workforce development pathways as well. In 2014, RINLA conducted a survey of members,

<sup>15</sup> <http://www.dem.ri.gov/programs/water/permits/ripdes/stormwater/stormwater-manual.php>

<sup>16</sup> 2012 URI Economic Impact Study of Plant-Based Industries and Agriculture in RI, <http://rinla.org/resources/pdf/4%20Page%20Summary%20of%20RI%20Economic%20Impact%20Study.pdf>

finding the lack of trained individuals entering the field, and aging workers/business owners, huge challenges. RINLA's workforce efforts have had much success in strengthening the horticulture skills of already-employed industry workers. Recent conversations with RINLA staff<sup>17</sup> have revealed that the apprenticeship program has not been as fruitful. We are staying apprised of RINLA's efforts and will refer students to their job match and other programs. With funding from American Forests, GWRI is partnering with Garden Time, a RI prison garden program, to explore creating a Tree Worker Pre-Apprenticeship Program. In spring 2020, we connected with local tree worker training providers, employers, and other industry experts to begin tailoring a more robust tree worker training as part of our existing program. American Forests sought out partners like us because they have studied the tree industry and recognized the same trends: aging workers, lack of training pipelines, etc. **2)**

**Brownfields/Toxics Handling/Abatement:** Over the years we have found that lead and asbestos abatement in residential and commercial settings is a stronger employment sector than a narrower focus on brownfields cleanup; also strong are toxics handling/disposal and medical waste disposal. GWRI's GroundCorp does residential lead-safe yard retrofits under contracts with RI Housing, the quasi-state housing agency that funds affordable housing development projects, among other activities. Based on soil test results, GroundCorp will either excavate and dispose of lead-contaminated soil at high levels, and/or cover bare soil at lower levels with sod, mulch, stone, and/or plantings. GroundCorp is the only landscape contractor currently involved in RI Housing's lead program. However, GWRI has developed strong relationships with the interior/exterior lead paint abatement contractors who work on the homes themselves, helping us connect our training graduates with these contractors' open positions. The homes being helped through the lead abatement program are largely concentrated in the core cities, but also include other RI cities/towns. At the same time, we know that public investment in brownfield cleanup will continue to be a strong driver of demand for HAZWOPER-trained workers. With past and more recent state bonds for brownfield cleanup (\$4 million in 2018),<sup>18</sup> DEM has been able to create jobs by assisting communities remediate contaminated properties in our target area. Working on our own brownfield remediation this year with DEM funding has helped GWRI make connections with local environmental consulting firms, and soon with remediation contractors. Another way we have built employer connections is through an environmental consultant who recently began volunteering with GWRI. This volunteer has connected us with environmental services employers such as Green Site Services and U.S. Ecology, both based in MA, passing along our students' resumes to the volunteer's contacts at each business and others. We continue to connect graduates with staffing agencies that include a focus on environmental services: Aerotek and Resource Options, Inc. (ROI). These agencies have assisted our graduates in finding short-term and potential longer-term employment with environmental service companies. An ROI or Aerotek recruiter typically presents to each of our training cohorts. GWRI continues our strong relationships with RI DEM, municipal agencies, and non-profit partners that are involved in property development – which typically involves brownfield cleanup – and stays apprised of local cleanup projects so that we can learn who the industry players are in the area and which remediation contractors are hiring. We are also exploring adding an 8-Hour Confined Space Entry training to our curriculum that will make our graduates even more competitive job applicants. **3. Compost/Agriculture:** GWRI took over a food scrap collection service in 2018 and began processing these scraps into compost at our own Ring Street Community Garden. Since we took on this program, called Harvest Cycle, we have grown the subscriber base from 16 people to now over 200 residents and small businesses. We divert close to 7,000 pounds of food scraps every month from the RI landfill and do all of our hauling by bicycle, creating no carbon emissions in the process. Our brownfield remediation project is part of our effort to scale up Harvest Cycle and create a community-based composting hub where local residents can drop off their own food scraps (some paid, some free based on need), other food scrap haulers can tip for a fee, and local residents and schoolchildren can learn about composting through various educational efforts. Since 2018 we have employed 10 people on a part-time basis through Harvest Cycle. Two current

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<sup>17</sup> Zoom conversation with Shannon Brawley, Executive Director, RINLA, May 11, 2020.

<sup>18</sup> <http://dem.ri.gov/growgreenri/index.php>

employees are job training graduates, and others have been members of our high school youth Green Team. Other job training graduates of ours have found employment at The Compost Plant, which is a local hauler for large commercial and institutional customers. While employment opportunities in this sector are not huge, GWRI anticipates being able to hire at least 4-6 people ourselves in the next two years as Harvest Cycle operations expand. Introducing composting within the context of our job training program also supports students' employment prospects in organic agriculture and sustainable landscaping. Local agriculture is a tremendous industry in Rhode Island: our small state boasts over 1,200 individual farms, with most of the recent growth (42% increase since 2002)<sup>19</sup> occurring in urban and suburban areas. In addition, RI has the second highest direct farm-to-consumer sales in the U.S.<sup>20</sup> Our job training students are consistently surprised to learn these facts, and the employment opportunities they represent. As we grow Harvest Cycle, we are beginning to connect with area farmers about their composting needs; and based on this growth, greater employment opportunities are possible within GWRI for haulers, processors, and drivers, as well as with our farmer partners who are often looking for seasonal workers.<sup>21</sup>

**Employer Feedback:** In preparation for writing this application, GWRI organized two Zoom calls with local environmental employers on September 4 and 11, 2020. Between the two calls we had 14 participants including nine employers, four community partners/advisers, and one former job training graduate who explained his experience with our training and the types of jobs he has held within the environmental services sector. In addition, since September 2015, GWRI staff has made individual connections with 32 employers and industry partners to assess employment needs, introduce our program and/or build stronger relationships. The feedback we have received has been very helpful and most employers have been very supportive and impressed with our current training curriculum. High school completion, reliable transportation, and ability to pass a drug test have been identified as key factors in employment decisions. Many employers said having a felony convictions record is not an immediate deal-breaker, but that the type of conviction sometimes matters. Employers identified the 40-hour HAZWOPER credential as a valuable baseline necessity for the work they do; and noted that the separate 8-Hour Confined Space Entry training, which we have not offered in the past, would be highly valuable as well. We have only done confined space safety awareness training up to this point. Having a labor background and the OSHA 10-hour Construction Safety certification, as well as CPR/First Aid certification are also highly valued. Asbestos and lead abatement training have continued to be identified as valuable. However, we have had challenges finding the right-fit asbestos trainer for our program; and, some students have actually left our program during the 40-Hour Asbestos Supervisor training we previously offered, citing disinterest. Landscaping employers appreciate the hands-on component of our training that gave participants experience in outdoor labor, planting, watering, mulching, and basic stormwater management techniques. Providence's Deputy Parks Superintendent invited contractors who have built GI in Roger Williams Park onto the Zoom calls on GWRI's behalf, helping us establish new relationships with these employers. Because many of the contractors working with the City are union, the suggestion was made to also direct our graduates to the Laborers' Apprenticeship Program as a pipeline to employment. Commercial Driver's License training was also mentioned as highly-desirable, but the state still offers this training for free through NetworkRI (a local one-stop career center); and GWRI refers graduates to this program based on interest. Additional feedback centered around how GWRI can best communicate with employers to promote our students, which is to send a complete contact list of all graduates at one time with name, contact info, whether they have a driver's license or not, and other pertinent info to the company's recruiter rather than individual email introductions. This way the recruiter can call through the list when employment positions become available. Tremco Roofing made this suggestion and confirmed that they are constantly hiring and looking for individuals to interview for their Weatherproofing Technology subsidiary. Much of our curriculum remains consistent with prior grant applications. As we co-develop a more robust GI maintenance training with PSIC partners, RIDOT staff weighed in that being able to read and fill out Operations and Maintenance (O&M) reports are essential

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<sup>19</sup> <https://www.rimonthly.com/rhode-islands-new-generation-of-farmers/>

<sup>20</sup> Ibid.

<sup>21</sup> We continue to seek a reliable weatherization training provider, but this has become a secondary training goal since our last application.

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skills. Likewise, employers identified basic blueprint reading as important. We will be working with PSIC to develop this aspect of our training over the next year. **Anticipated Job Growth:** The following table illustrates the anticipated rate of RI’s job growth in fields relevant to GWRI’s training:<sup>22</sup>

TARGETED OCCUPATIONS	Estimated Employment (2016)	Projected Employment Growth – Numeric Change (2016-2026)	Median Wage (2019)	Entry Wage (2019)
Construction laborers	3765	378	\$24.30	\$12.79
First line supervisors/managers landscaping, lawn service, grounds	903	49	\$26.01	\$17.70
First Line supervisors/managers, construction trades and extraction work	2201	258	\$39.98	\$25.82
Helpers--Installation, Maintenance, & Repair Workers	389	39	\$16.38	\$11.73
Landscaping & Groundskeeping Workers	5928	433	\$16.08	\$12.14
Installation, Maintenance, & Repair Workers, All Other	4142 <sup>23</sup>	357 <sup>24</sup>	\$23.29	\$13.78
Laborers & Freight, Stock, & Material Movers, Hand	6286	483	\$14.72	\$11.06
Hazardous materials removers	122	16	\$22.08 <sup>25</sup>	\$17.45 <sup>26</sup>
Inspectors, Testers, Sorters, Samplers, Weighers	1276	14	\$21.05	\$11.75
Painters, Construction & Maintenance	1345	43	\$21.68	\$16.10
Water & Wastewater Treatment Plant & System Operators	328	(21)	\$24.01	\$20.10
Tree Trimmers & Pruners	88 <sup>27</sup>	20 <sup>28</sup>	\$18.37	\$16.10
Refuse & Recyclable Material Collectors	476	38	\$17.90	\$12.00
Roofers	Not available	Not available	\$27.39	\$17.13

In addition, three of the categories listed in the table above are included on the RI Department of Labor and Training’s (DLT) list of Top 50 High Growth Occupations by number of openings due to new or expanding businesses during the projection period 2016-2026. They are: 1) Construction Laborers; 2) Maintenance & Repair Workers; and 3) Landscapers & Groundskeepers, all of which are in the top 25.<sup>29</sup>

**2. Training Program Description** – Our training program builds and expands upon our existing EPA-funded program, responding to EPA guidelines and integrating local environmental sector hiring needs. Our training program has changed in some ways over the past few years. Most notably, GWRI offers custom trainings for our partners, Children’s Friend, Progreso Latino, and most recently the Met High School. We also run our own 6-8 week training, which we will be offering in the fall and winter, while eliminating our previous spring session. This decision was made based on past experience with our spring sessions that almost always have had smaller numbers of students; and, we would like to be able to better meet employer needs by providing training in the fall and winter to prepare applicants for spring positions, especially in landscaping. In addition to the courses and activities listed below, GWRI enlists many community partners to offer additional trainings and presentations focused on job search, resume-writing, interview practice, conflict resolution, networking, financial literacy, legal services, and other topics to support student success. **Curriculum Design:** GWRI’s training goal is to provide an introduction to a variety of environmental service careers, cultivating interest and enthusiasm among our students for the environmental sector as a whole, and enabling students to seek out a more specific educational and/or career path that most interests them after graduating. Throughout the course of delivering our trainings, GWRI staff conducts surveys of and meetings with local employers, solicits

<sup>22</sup> <https://dlt.ri.gov/documents/pdf/lmi/wagereport.pdf> (2019), <https://dlt.ri.gov/documents/pdf/lmi/ocoprojalpha.pdf> (2016-2026)

<sup>23</sup> And <sup>24</sup> Numbers shown here for “Maintenance and Repair Workers, General”

<sup>24</sup> Ibid.

<sup>25</sup> <https://dlt.ri.gov/documents/pdf/lmi/ocoprojalpha.pdf>

<sup>26</sup> Ibid.

<sup>27</sup> <http://www.dlt.ri.gov/lmi/proj/ocoprojalpha.htm> (2014-2024)

<sup>28</sup> Ibid.

<sup>29</sup> <https://dlt.ri.gov/documents/pdf/lmi/highgrowocc.pdf>

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feedback from participants, evaluates the successes and obstacles of course content, and restructures accordingly to provide level-appropriate, accessible, and comprehensive content to trainees. The proposed curriculum, designed in collaboration with industry professionals and other advisors, includes courses that will be most effective in securing employment based on labor market data and employer feedback.

**Instructors:** Our approximately 20 training providers have all expressed a commitment to continue working with GWRI to help train a highly competitive workforce, though final training providers may vary from the list below. All instructors are experts in their respective fields and their presence in the classroom provides trainees with opportunities to network with industry professionals. GWRI also places a high value on instructors' ability to build rapport with our students regardless of background, and makes every effort to contract with instructors who reflect the demographics of our students as well as who have relevant field-based experience similar to what the students might experience as entry-level workers.

GWRI's Director of Field Operations leads all field-based projects, though it is likely that PSIC partners will lead some field projects as well in our next grant. GWRI solicits bids from a variety of training providers to ensure our existing instructors are providing a good value and the best content for our students. If we find comparable training providers in terms of content and logistical ease, we select the more cost-competitive provider.

**Curriculum Delivery:** The curriculum comprehensively addresses topics of air, water, and soil contamination through a contextualized and progressive training schedule, which is reinforced through field trips and hands-on training opportunities. All day-long or multi-day trainings, including OSHA, lead, and stormwater, include hands-on portions. Employers are invited to meet trainees to present job opportunities and discuss qualifications for entry-level employees. Each training cycle includes hands-on projects that utilize sustainable materials and practices and positively impact urban air, water, and soil such as removing pavement, building rain gardens, composting food scraps, and cleaning vacant lots.

**Training Plan #1:** Under normal circumstances GWRI will run our multi-week trainings in-person with approximately 60% classroom time and 40% outdoor field-based time, except for the shorter trainings, such as at Progreso Latino, which does not include field time.

GWRI's typical class size is 6 students and classes will be held at the Rail work-share space in Pawtucket, except for specific trainings, such as Forklift Operator, that require training at the instructor's facility. Our partners' class sizes vary from 6-12 students per class and they each host trainings at their respective locations.

**Training Plan #2:** Due to Covid, we will change our training delivery plan for the foreseeable future. All of our instructors have indicated that they are able to provide remote training. However, many of our students cannot participate remotely. **GWRI** will continue to run all trainings with 60% classroom and 40% field-based time, but we will hold all classes outdoors under a tent with wall flaps or in a spacious indoor location with acceptable ventilation (we are discussing use of the Casino at Roger Williams Park for indoor and outdoor trainings with Providence Parks), require 6-feet distance between 6 students and mask-wearing at all times;

**Children's Friend** will hold classes at its facilities garage, which is spacious enough for 6-feet distance between 7 students, and require mask wearing; **Progreso** will hold classes in its own classroom indoors with reduced class size, up to 6 students, to allow 6-feet distance between students and require mask-wearing;

**Met HS** will hold classes remotely or outdoors on its campus under GWRI's tent with 6 students, 6-feet distance and required masks. We follow state public health advisories and will conduct daily temperature screenings and gather student attestations (out-of-state travel, sickness symptoms, etc.) based on those advisories. We will offer a remote option to all students and instructors via Zoom. GWRI has a paid Zoom account allowing for full-day remote meetings, and owns a laptop with camera and microphone and LCD projector to facilitate remote training.

Course Name/ Curriculum Topic	Level of Training	Type of Certification	# of Hours (each)	# of Times Course Offered	Training Provider	Cost of Course (each)	% of Grant Budget
OSHA HAZWOPER	Awareness	Federal	40	9	ISSI, United Alliance	\$4,500	20%
OSHA 10 – Construction Site Safety	Awareness	Federal	10	7	ISSI, Steven St. Laurent	\$2,500	8.7%
Confined Space Entry – Gen. Industry	Awareness	Federal	8	5	Seeking provider	\$2,000	5%

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Lead Renovator, Remodeler, Painter	Awareness	Federal	8	9	Childhood Lead Action	\$1,750	8%
Forklift Operator	Awareness	Cert. of Comp.	8	3	Ocean State Forklifts	\$900	1%
Intro to Brownfields/Soil Sampling	Awareness	Cert. of Comp.	3	5	Wilcox & Barton	\$300	.75%
Intro to IAQ, Mold, & Vapor Intrusion	Awareness	Cert. of Comp.	6	5	ISSI	\$850	2.1%
Intro to Wastewater Treatment	Awareness	Cert. of Comp.	6	5	ISSI	\$850	2.1%
Stormwater and GI Basics	Awareness	none	2	5	URI	\$200	.5%
Site Analysis and Design	Awareness	none	2	5	URI	\$200	.5%
Native, Exotic, and Invasive Plant ID	Awareness	none	2	5	URI	\$200	.5%
Large GI Maintenance	Awareness	Cert. of Comp.	10	5	PSIC	\$0	0%
Small GI Maintenance	Awareness	none	4	5	GWRI	\$0	0%
Erosion Control Technology	Awareness	none	2	5	E.J. Prescott	\$0	0%
Urban Tree Stewards	Awareness	Cert. of Comp.	12	7	RI Tree Council	\$1,500	5.2%
Landscape Design as a Career	Awareness	none	1	5	Green Circle Design	\$100	.35%
Climate Change and Public Health	Awareness	none	2	7	GWRI	\$0	0%
Math for Landscaping	Awareness	none	2	5	GWRI	\$0	0%
On-Site Project Management	Awareness	none	2	5	GWRI	\$0	0%
Intro to Composting (in field)	Awareness	none	6	7	GWRI	\$0	0%
Landfill and Recycling Facility Tour	Awareness	none	3	7	RI Resource Recovery	\$0	0%
Water Testing and Sampling	Awareness	Cert. of Comp.	2	7	PSIC	\$0	0%
Green Roofs and Energy Star Design	Awareness	Cert. of Comp.	1	7	Tremco Roofing	\$0	0%
Rain Barrel Construction/Installation	Awareness	none	2	5	GWRI	\$0	0%
Wastewater Treatment Facilities Tour	Awareness	none	2	7	NBC	\$0	0%
Brownfield Site Visits	Awareness	none	4	7	GWRI/Contractors	\$0	0%
Intro to EJ and Health Equity	Awareness	none	2	7	GWRI	\$0	0%
Public Speaking	n/a	none	3	5	GWRI	\$0	0%
Employer and Industry Presentations	n/a	none	5	5	Employer partners	\$0	0%
Hands-On Work Days (in field)	n/a	none	25	5	GWRI	\$0	0%
<p><b>Total 185 core hours over 6-8 weeks for GWRI trainings. Total hours for partner trainings will vary.</b> Start and completion dates for curriculum components are not included as the order of training components varies across training cycles based on instructor schedules.</p>							

**3. Budget –**

EPA Project Funding	Outreach/ Recruitment	Instruction	Program Mgmt	Placement/T racking	Total
<b>Personnel</b>	\$10,000	\$9,000	\$30,000	\$15,000	\$64,000
<b>Fringe Benefits</b>	\$1,500	\$1,350	\$4,500	\$2,250	\$9,600
<b>Travel</b> (mileage and van rental for field trips)		\$4,400	\$800		\$5,200
<b>Contractual:</b> (Certifications and Instruction)					
Stormwater/Green Infrastructure		\$3,000			\$3,000
Intro to Wastewater Treatment		\$4,250			\$4,250
Intro to Mold, Vapor Intrusion, IAQ		\$4,250			\$4,250
Lead RRP Certification 8 hr		\$15,750			\$15,750
HAZWOPER 40 hr		\$40,500			\$40,500
OSHA 10 hr		\$17,500			\$17,500
Confined Space Entry 8 hr		\$10,000			\$10,000
Forklift Operator		\$2,700			\$2,700
Brownfields/Soil Sampling		\$1,500			\$1,500
Urban Tree Stewards		\$10,500			\$10,500
Landscape Design		\$500			\$500

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Optional Courses (Lead/Asbestos) for students on a case-by-case basis to enroll independently (\$575/ea)				\$2,300	\$2,300
<b>Supplies:</b>					
Office supplies: Paper, copies, printing	\$250	\$250	\$250	\$250	\$1,000
Hands-on project supplies: landscape materials, equipment rental, safety/PPE		\$5,000			\$5,000
<b>Other:</b>					
Transportation Stipends for Students (need-based)			\$1,850		\$1,850
Graduation – 3 Events @ \$200/ea for refreshments			\$600		\$600
<b>Total EPA Funds</b>	<b>\$11,750</b>	<b>\$130,450</b>	<b>\$38,000</b>	<b>\$19,800</b>	<b>\$200,000</b>

**Narrative Budget: Personnel:** *Executive Director* (Project Manager) - EPA funds will support 50% of GWRI's E.D.'s salary [REDACTED]. The remaining 50% will be provided by other grants and earned income. \$5,000 salary support (see below for total of \$10,000) will be reserved to support trainee tracking and placement, employer outreach, and program evaluation in grant year three. Total: \$47,500. *Director of Field Operations* - EPA funds will support 5% of GWRI's Director of Field Operations's salary [REDACTED] to lead hands-on field projects and conduct classroom workshops for two years. His remaining salary is provided by GroundCorp earned income. Total: \$4,000. *Other Staff* - EPA funds will support hiring a part-time Job Training Coordinator @ \$25/hr for 300 hours to support the E.D. in day-to-day operations of the 3 GWRI training sessions. An additional \$5,000 of their salary will be reserved to support trainee tracking and placement in year 3. Total: \$12,500. **Fringe Benefits:** EPA funds will support fringe benefits at 15% of personnel salary. **Travel:** EPA funds will support van rentals to transport trainees to on-site learning opportunities - \$800 of EPA funds will be allocated for 5 training cycles (\$4,000 total); and \$1,200 of EPA funds will cover mileage costs for staff for three years of the grant (average \$400 per year for 3 staff). **Contractual:** EPA funds will support instruction for nine training cycles, not all of which will include all of the following components, but all will include at least some of them (refer to table above): Stormwater/GI @ \$600/ea; Wastewater Treatment @ \$850/ea; IAQ @ \$850/ea; Lead RRP @ \$1,750/ea; HAZWOPER with First Aid/CPR @ \$4,500/cycle; OSHA 10hr @ \$2,500/cycle; Confined Space Entry 8hr @ \$2,000/ea; Forklift Operator @ \$900/ea; Tree Stewards @ \$1,500/ea; Landscape Design @ \$100/ea; and Brownfields @ \$300/ea. All contractual costs are based on GWRI's actual FY2018 grant expenditures and recent quotes from potential new instructors. In addition, we will offer four students, on a case by case basis, the cost of registration for Asbestos or Lead Worker or Supervisor training if we cannot locate a free training @ \$575/ea. Total: \$112,750. **Supplies:** \$1,000 of EPA funds will go to printing supplies for outreach/instructional materials, graduation certificates and student resumes, and creating a paper file for each student; and \$5,000 of EPA funds will fund hands-on project supplies and equipment rental for 5 training cycles, supplemented by GroundCorp earned income and matching funds. **Other:** \$1,850 of EPA funds will provide need-based transportation stipends to students; and \$600 of EPA funds will provide refreshments at 3 GWRI graduation events. **Expenditure of Grant Funds:** GWRI has managed numerous EPA grants, including: 2016 and 2018 Environmental Education, 2017 Environmental Justice Small Grant, and 2015 and 2018 EWDJT. GWRI's E.D. ensures that all EPA-funded programs are completed in the expected time period, and that all funds are drawn down and spent within the appropriate timeframe as well. When there are unexpected delays such as staff turnover, unexpected leave of absence, scheduling conflicts, or something else, GWRI's E.D. communicates with our Project Officer to relay the information and discuss extensions or changes to the work plan as needed. Based on our lengthy experience running this job training program, we have identified a realistic schedule for running the program to ensure successful completion, realization of our grant deliverables, and proper expenditure of funds. **Financial Controls:** Financial management of the grant will be the responsibility of the E.D. in coordination with our bookkeeping firm, ALSD & Co. The E.D. regularly communicates with the bookkeeper/accountant to provide income and expenses and review financials together. The bookkeeper generates monthly reports via QuickBooks, which are shared with the

E.D. via email and with the Board of Directors at bimonthly meetings. All income and expenses for this grant will be tracked in a discrete class in QuickBooks. All staff submit bi-weekly timesheets. All organizational expenses are allocated by funding source and tracked in QuickBooks.

**4. Program Structure, Anticipated Outputs and Outcomes – A. Outputs and Outcomes:** For each of the three training cycles that GWRI runs on our own, we will recruit 20 or more individuals who submit applications and are interviewed by GWRI staff. We anticipate that at least 50% (or 10) will demonstrate their work-readiness and career suitability and be invited to enroll in the program. It is expected that two or more trainees per cycle will not enroll or complete the training due to unforeseen personal, family, or work developments. We will graduate at least 6 participants per cycle, with a total of 18 people graduating from GWRI’s three cycles over two years. GWRI will conduct six additional training cycles for an estimated 12 students at Progreso Latino, 14 students at Children’s Friend, and 12 students at the Met High School (two trainings for each partner). These are realistic, though conservative, estimates based on recent trainings with each partner and in light of the unpredictable Covid situation. We do not see as much student attrition from our partner trainings: the Met students use our training as a graduation requirement and Children’s Friend provides hourly wages to their students. Thus, we will enroll a total of 65 students, accounting for one person leaving (or not completing HAZWOPER) each of the nine training cycles. We will graduate a total of 56 students from one of our own or partner trainings. We anticipate that many of the 18-year-old Met students will pursue education after participating in our training. Thus, we estimate that 70% of the other 44 graduates (or 31) will be placed in full-time employment after the training, while the 12 Met students will more likely combine further education with part-time work.

# Enrolled	# of Graduates	# Placed in Enviro. Employment	# Pursuing Education
65	56	31	12

The timeline for achieving these deliverables is clear, achievable, and realistic. GWRI has demonstrated success delivering outcomes that meet projections for training programs of similar scope. We monitor and measure project success during each training cycle by tracking the following key measures and entering data into our own electronic tracking system as well as the ACRES database: 1) Number of participants recruited and enrolled: number of candidates, demographic information, source of recruitment, and prior employment background; 2) Number of students completing training: Independent cycle and cumulative total numbers; demographic information, veteran status, and certifications earned; 3) Number of participants obtaining employment (or further education): Independent cycle and incremental numbers of participants who secure employment (or pursue further education); 4) Type and relevance to training of employment secured, employers and fields with highest demonstrated labor demand; relevance of certifications to employment; best certifications and training components to secure immediate, entry-level employment; 5) Individual and average hourly wage of initial post-training employment; intended length of term of employment; actual length of term of employment; reason for term ending, if any; and employer satisfaction survey, when possible; 6) Number of participants hired for GroundCorp; Number, location, and work scope of community improvement projects secured and completed by GroundCorp.

**EPA Strategic Plan Linkage:** GWRI’s training program meets the goals of EPA’s Strategic Plan to support “A Cleaner, Healthier Environment” and “Revitalize Land and Prevent Contamination.” Our curriculum and hands-on training teach trainees about sources of and solutions to pollution in their communities, and provide opportunities to be part of the environmental job sector to clean up land, air, and water, restore the urban environment, and prevent greater damage. By tracking the above listed outputs, GWRI measures how our program benefits residents of environmental justice areas especially, in the remediation of polluted air, land, and water.

**B. Recruitment and Screening: Recruitment:** GWRI maximizes our recruitment outreach through strong partnerships. We also provide trainings for the clients of partner organizations who do recruitment on our behalf. All recruitment, by GWRI or partners, will focus on unemployed/underemployed residents of RI’s core cities, age 18 and up. We will also accept any RI resident who meet other criteria (low-income, barriers to employment, laid off from manufacturing or

other downsizing, etc.) We will produce flyers and utilize social media to advertise the program. We will work with community groups, libraries, the Veteran's Administration, parole officers, and local workforce One-Stop Centers to reach our target populations. GWRI staff will make presentations at local events, adult education centers, re-entry programs, and more. The partners with whom we have had the most success with recruitment are Open Doors (re-entry program), parole officers and the reentry/transition office at the state prisons, and the PHA. GWRI has also experienced significant recruitment via word-of-mouth, Facebook, and flyers posted at local libraries. **Screening:** All applicants must complete a comprehensive application (written or online), which is reviewed by GWRI staff, and then participate in an in-person interview prior to being accepted into the program. Though not specifically required for our program, candidates are screened for high school completion (or equivalent); if a candidate demonstrates very low literacy, they are referred to partner agencies who can assist them. GWRI expects some attrition within the first week of the training and uses this time for introductory topics, while giving participants the opportunity to dis-enroll. Students who do not show up on time, miss classes, do not participate, etc. are asked to leave the program unless there is some extenuating circumstance. To account for attrition, we try to recruit and enroll a higher number of qualified participants at the front end. Any applicant that appears to be the wrong fit for the program, whether due to disinterest in the subject matter, inability/disinterest in performing physically-demanding work, or unreliability that would make them a weak future employment candidate, are screened out via the application and interview. All enrolled trainees sign a training contract with GWRI that clearly delineates the rights and responsibilities of both parties; and all trainees understand that failure to meet those obligations will result in their disenrollment. GWRI also integrates physically demanding hands-on work projects into the training program to observe participants in the field, helping trainees understand their interest in and fit for certain types of environmental work. **Retention:** GWRI staff solicits feedback from the training participants to ensure that the program, instructors, and hands-on work are meeting their expectations and, at the same time, are both challenging and enjoyable. A verbal evaluation is conducted frequently throughout the program, and a final written evaluation is conducted at the program's conclusion. While helping increase overall retention rates and improve the program moving forward, this feedback also helps GWRI staff understand the types of environmental employers to invite to the end of the program based on participant interest. If help with transportation, lunches, or other needs arise in order for a student to continue participating in our training, GWRI will provide support to individual students on a case by case basis using EPA (transportation only) or separate funding. We have found that the best way to retain students is to effectively screen candidates at the front end to ensure their interest and ability to participate in the program. Whenever possible we also will provide weekly stipends to students through other funding. **Logistical Supports:** GWRI's in-person classes are held at The Rail, a women of color-owned work-share space located on a major bus route in downtown Pawtucket. The Rail is equipped with multiple classroom spaces and other amenities. Those with cars can park on the street. Our partners provide their own classroom space at their respective locations. Van transportation for field trips is provided by GWRI. GWRI does not collect fees from trainees. Any fees for classes, certifications, licensing, etc. are covered by GWRI under the terms of this grant or via funding matches. **C. Program Support: Community Partners and Employers:** Successful graduates will be aided in employment searches by GWRI, NetworkRI, Skills for RI's Future, Financial Opportunity Centers, and other partners. GWRI assists all trainees in registering online for the City of Providence's First Source list for preferential hiring on publicly-funded projects. Several employers (Tremco, Green Site Services, Aerotek, and others) have committed to interviewing our graduates for potential positions within their companies. Resource Options (ROI) meets with each training cycle in order to encourage enrollment in their staffing service. GWRI continues to hire individual job training graduates for our own GroundCorp landscape and Harvest Cycle compost programs as positions become available. RI DLT helps GWRI in marketing hiring incentives and wage supports to eligible employers of our trainees. Local One-Stop Centers, such as NetworkRI in Providence, provides literacy, math skills, high school equivalency, and other classes/services; our partners offer similar services as well as case management and social services for their clients participating in our program. **Tracking:** GWRI will track each participant for at least one

year following graduation. For partners who track their own graduates, GWRI stays in contact with the appropriate partner staff person to learn each graduate's employment status, in addition to maintaining contact with the partner clients themselves as much as possible. As graduates secure employment, GWRI will communicate with employers and employees by telephone and email during the first 60 days of employment. If a participant is either unsuccessful in their job placement, or the secured position is not scheduled to last the duration of 60 days, GWRI will assist in securing another position as quickly as possible. After the initial 60 days, quarterly contact will be kept with employers and employees for at least one year. Participants whose employment ends will be assisted in securing additional employment. GWRI conducts an annual employer survey for those involved in our training program as well as those who have hired graduates in order to assess graduates' job performance, identify additional training or skills gaps, and collect other information that will aid in the continued development and success of our program in meeting both participant and employer needs. GWRI staff will serve as references for training graduates as they apply for employment. GWRI staff regularly meet with employers, monitor employment listserves, research online job postings, and visit websites of employer partners to find opportunities to email or text to past training graduates. **D. Program Sustainability:** GWRI's GroundCorp and Harvest Cycle earned income offer some program sustainability, though currently neither would support a full job training program such as the one funded by the EPA. Both offer on-the-job training for students and graduates looking to further develop their skills and build their resumes. GWRI has built a solid reputation in the landscaping and composting arenas among municipal, commercial, and residential clients, giving us confidence in our ability to continue offering employment to training graduates. Our partnership with Children's Friend has also produced funding to support our program. We will continue to apply for a variety of grants to support job training, as this is a cornerstone feature of GWRI's identity and role in the RI non-profit sector. In the past we have been awarded other EPA funding, congressional earmarks from our federal delegation, as well as Community Development Block Grant funding to run additional job training programs. We have deepened relationships with the RI DLT and have been invited to apply for workforce development and summer youth employment funding opportunities to sustain our job training focus. Our involvement with DEM brownfields and water protection programs have also been helpful in attracting and leveraging funding in support of GroundCorp and job training. Our participation with the GIC and the PSIC promises to attract additional resources as we collaboratively apply for funding and push to create a regional stormwater utility.

**5. Community and Employer Partnerships - A. Collaboration with Local Remediation Activities and Environmental Projects:** GWRI continues to build significant connections with several ongoing and planned environmental projects through GroundCorp and other programs. GWRI has built a good reputation among municipalities, encouraging various city departments to see GWRI as a potential source of job candidates as well. **Lead-Safe Yards:** RI Housing contracts GWRI to conduct lead-safe yard retrofits using landscaping methods. Since 2017, GroundCorp has made the yards of 85 RI homes safe from lead. This work continues under RI Housing's latest HUD grant. GWRI will also leverage our relationships with RI Housing's house paint/repair contractors to help our job training students find work in lead abatement. **West End Compost Hub:** GWRI was awarded a 2019 DEM Brownfield Cleanup Grant to remediate 34 Fuller Street/37 Westfield Street, Providence. Throughout the process, which will take place over the course of 2021, GWRI will use this site as a case study for job training students. They will learn about remediation and common urban pollutants, on-site job roles, job opportunities and key local employers; and will be able to connect with site contractors, who, in turn, will learn about GWRI's program as a recruitment pipeline. In addition, the redevelopment plan for these two lots is to build a community composting facility. Job training students will have the opportunity to participate in the build-out of the site, learn about composting, while also getting the opportunity to work for GWRI as Harvest Cycle positions become available. **Providence Stormwater Innovation Center (PSIC):** GWRI is a member of PSIC's advisory board, the goal of which is to demonstrate strategies for improving urban water quality and wildlife habitat through the use of green stormwater practices. A wide range of GI has already been implemented in Roger Williams Park, where PSIC is based, to reduce stormwater from

entering the ponds and degrading water quality. PSIC uses GI structures and practices to provide hands-on training for a variety of audiences. GWRI will be able to leverage these existing trainings and GI features in the park to educate and train our students in GI design, implementation, and maintenance. PSIC recognizes that having a trained workforce at every stage of the GI process is essential. In addition, existing relationships with local employers and industry representatives, leveraged through PSIC's training and networking opportunities, will provide another pathway for students to connect to employers and job opportunities.

**Community Resilience:** GWRI's work on resilience has taken on many forms including, a) depaving and installing 48 bioswales in rights-of-way across Providence (2019 EPA SNEP funding); b) supporting the cities of Pawtucket and Central Falls (CF) with their tree canopy goals (over 100 trees planted by GWRI in fall 2020-spring 2021 with Arbor Day/TD Bank/DEM funding); and c) conducting community outreach to install residential stormwater retrofits in Providence, Pawtucket, and Bristol, RI (2020 RI DEM state bond funding). Now and over the next three years, GWRI will be involved in these projects and more to promote solutions to urban heat islands, intensifying precipitation, and stormwater pollution. American Forests has a strong presence in RI at this time, bringing in additional funding to support future tree planting projects in Pawtucket and CF. The multi-million-dollar road repaving and sidewalk repair project, Broad Street Regeneration Initiative, which is now under construction, unfortunately will not result in many new trees being planted in CF due to space constraints in the public rights-of-way. CF Planning has looked to GWRI for partnership to accomplish its tree planting goals on private property and with other funding sources.

**Letters:** We received letters of commitment from PSIC, RIDEM, Providence DPW, and RI Housing.

**B. Community Partnership Building:** GWRI has strong connections to a diverse set of community-based organizations serving low-income residents, the formerly-incarcerated, and communities of color. We are in regular communication with these partners regarding our job training program, and all partners have assisted with outreach and trainee recruitment. Open Doors helps individuals coming out of prison find opportunities like ours and provides housing assistance and case management. With Children's Friend, we train dads of kids in their Head Start preschool programs. In addition to GWRI's core curriculum these dads are provided additional wrap-around services by Children's Friend, including a fatherhood curriculum, resume-writing and interview support, and hourly wages paid for by a partner employer. Progreso Latino provides social services for the Latinx and other immigrant communities, based in Central Falls; we work closely with their Job Club Coordinator to provide our training to Spanish-speaking clients for whom Progreso provides a variety of additional supports. The Met High School likewise supports its students with a variety of educational and work-readiness trainings while offering GWRI's training to those students who are looking for hands-on experience and valuable certifications that will make them more employable upon graduation. Genesis Center, a Providence social service agency that also offers culinary and health care-related job training programs, runs a Financial Opportunity Center (FOC) that GWRI students can also access. The FOC bundles numerous services including one-on-one financial coaching, assistance with benefits access, job search assistance, resume help, job retention strategies, and clothing/uniform vouchers and bus passes. Trainees can register with local One Stop centers and the new public/private venture Skills for RI's Future for job placement and support services as well as for WIOA On-the-Job-Training Incentives eligibility. Training graduates will be aided in employment searches by GWRI, the FOC, One Stops, and other community partners. GWRI will track participant need for refresher courses and other services and make referrals as needed.

**Letters:** We received letters of commitment from the Providence Housing Authority, Children's Friend, the Met, Progreso Latino, and Genesis Center.

**C. Employer Involvement:** GWRI regularly engages employers in the refinement of our training programs through group and individual meetings, as well as phone calls, emails, surveys, and other communications. During our current FY18 grant, numerous advisors and employers have been contacted to gather their input into the proposed curriculum and ensure that the training program continues to meet industry needs. Some of these employers have hired training graduates; thus, multiple follow-up communications took place to track placements.

**Employer/Advisor Meetings:** Recent individual/group meetings/phone calls that have informed this proposal include: RINLA (Shannon Brawley, 5/11/20); Laborers Union (Joe Caparco, 9/25/18); Providence Parks (Brian Byrnes, multiple); NatureWorks (Giles

Groundwork Rhode Island  
FY2021 Environmental Workforce and Job Training Grant

MacDonald, 4/13/20); RI Housing (Charlie Pytel, 10/29/18); National Grid (Christopher Rooney, 6/3/20 and 8/14/20); Providence Forestry (Doug Still, 2/19/20); RI Office of Energy Resources (Nicholas Ucci, 6/2/20); American Forests (Sarah Anderson, 1/15/20); RIDOT (Alisa Richardson, multiple); Genesis Center (Shannon Carroll, 11/15/18); R.A. Matthews Landscape Design (Bob Matthews, multiple); ROI (Charlie Mace, multiple); A-Team Construction (Frank Andrade, multiple); Guwoe Home Improvement (Richard Guwoe, multiple); Garden Time (Judy Titzel, Kate Lacouture, multiple); Alliance Environmental Group (Tim Nevins, multiple). **Zoom call, 9/4/20** – employers were Steve Hughes (Tremco), Matt Clark (Green Site Services). **Zoom call, 9/11/20** – employers were Brian Byrnes (Parks), Tim Nevins (Alliance), Kim Mendoza (Aerotek), Michael Cesaro (Site Tech Corp), David Lucena (Lucena Brothers), Chris Seger (Yardworks). **Letters:** Tremco Roofing, Green Site Services, and Aerotek provided letters committing to assist our training and help connect graduates to employment.

**6. Leveraging – In-kind:** GWRI commits to **\$18,000 of in-kind support** for the program @ \$6,000 per year, covering all admin, phone/internet, office rent, use of GWRI's truck for hands-on projects, insurance costs, etc. These costs will be covered by unrestricted funds raised through GroundCorp (gross sales of \$180,000 per year) and Harvest Cycle (gross sales of \$40,000 per year), individual donations (minimum of \$5,000 per year), future unrestricted grants, and others. Our partners offer many services in-kind including those focused on educating our students about personal finances, writing resumes, interview skills, etc. **Total In-Kind: \$18,000. Matching funds:** Children's Friend will contract GWRI to offer two 4-week trainings for up to 14 students in their fatherhood/job training program. We will continue this partnership in 2021 and beyond. GWRI will be paid **\$7,000 per training** (\$14,000). **Total Cash: \$14,000.** We will leverage additional funding for the hands-on projects that will serve as field-based training for our program, including part of our 2019 SNEP grant totaling \$198,891 to install GI in Providence from now through at least spring 2022; and our portion of a 2020 DEM Climate Resilience Bond project totaling \$230,000 to conduct resident outreach and GI projects between 2021-2024 in Providence, Pawtucket, and Bristol, RI. **Total Field Projects:** approximately \$80,000.

**7. Programmatic Capability – A. Grant Management System: Project Manager and Staff:** Primary responsibility for executing this proposal belongs to Amelia Rose, GWRI's Executive Director. The Director of Field Operations, Steve Ricci, will manage hands-on training and post-program on-the-job training through GroundCorp. Ms. Rose has overseen GWRI's job training program since being hired in July 2014. Prior to this, she spent six years as the Director of the Environmental Justice League of RI (EJLRI), where she developed and coordinated numerous programs for youth and adults, supported community residents living near brownfield sites, and organized partners to address stormwater concerns in Providence. At EJLRI she managed an EPA CARE grant (2008-2010), an EPA EJ Small Grant (2010), and an EPA Urban Waters Grant (2012-2014) during which time she joined the Urban Waters Learning Network. At GWRI she has successfully managed seven EPA grants: Environmental Education (2016-2018, 2018-2021), EJ Small Grant (2017-2019), Healthy Communities (2014-2017), and 2012, 2015, and 2018 EWDJT. Ms. Rose is bilingual in Spanish/English and has over 15 years of community/non-profit experience. Mr. Ricci is an experienced Landscape Designer and lifelong RI resident. He graduated from URI with a Bachelor's in Landscape Architecture and Community Planning and previously owned his own landscape design/build business and worked for a nursery as a manager, salesman, and designer. He has been managing GroundCorp since 2016. **Additional Expertise:** GWRI contracts out most of our training to local industry experts and environmental sector professionals. When a gap in our training is identified, GWRI staff are proactive in reaching out to partners and industry professionals for assistance. Expertise and ongoing programmatic advice are aided by our extensive network of partners and advisors consisting of community, industry, and agency representatives. Key training and labor market advisors currently include Tim Nevins, Alliance Environmental; Kate Lacouture, Garden Time; Judy Titzel, retired job training provider; Kate Venturini, URI; Brian Byrnes, Providence Parks; Doug Still, Providence Forestry; Susan Grant, Children's Friend. **B. Organizational Experience:** GWRI has been working in environmental justice communities within the Providence area since 1983 and has been providing

Groundwork Rhode Island  
 FY2021 Environmental Workforce and Job Training Grant

environmental job training to unemployed, underemployed, and formerly-incarcerated individuals for 20 years. Most elements of GWRI’s proposed curriculum are continuations of our EPA Brownfield Job Training programs, current EPA EWDJT programs, and our separately funded Sustainable Landscaping and Stormwater Management job training programs. GWRI has built relationships with over 20 working environmental professionals who serve as instructors in their area(s) of expertise. Instruction for state and federal certifications is provided by several different contract instructors. Our successful execution of past and ongoing training programs demonstrates our ability to recruit and maintain this instruction pool. Any new instructors needed under this current proposal will be selected through a bidding process and selected on the following criteria: 1) Qualifications and subject area expertise; 2) Cost-effectiveness; 3) Demonstrated ability to serve our focus population. GWRI’s additional employment and training experience comes through GroundCorp. Since its launch in 2010, GroundCorp has provided employment and on-the-job training to over 30 GWRI training graduates. In addition to providing these graduates with a critical employment opportunity and training in landscaping and stormwater management, operating GroundCorp provides us with an employer’s perspective on our trainees, and allows us to better evaluate the effectiveness of our recruitment, training, and job-readiness strategies. **C. Audit Findings:** The accounting firm of Mullen, Scorpio and Cerelli conducts GWRI’s annual financial review. There have been no adverse findings. GWRI has remained in compliance with all Federal, State, City, and private funding requirements since our inception. **D. Past Performance and Accomplishments:** All GWRI EPA-funded job training grants are listed in the table below. GWRI received a Brownfields Job Training (BJT) Demonstration Pilot grant in 2002 for which we met our proposed training goals and almost met our placement goals. In 2004, GWRI received a second BJT grant, for which we exceeded our training and placement goals (this data has been corrected from prior grant applications). In 2010, GWRI was awarded a third BJT grant for which we exceeded our training goal but just met our placement goal, which threw off the employment percentage total. GWRI was awarded EWDJT grants in 2012, 2015, and 2018. During the 2012 grant GWRI experienced significant staff turnover, had to undergo a search for a new E.D., and was without any dedicated job training staff for approximately 9 months. Thus, GWRI did not meet our expected outcomes for training or placement. For 2015, GWRI met our training goal, but not our employment goal; many more graduates pursued further education that grant cycle compared to prior years. In our current grant, we are on track to meet our goals, despite Covid-related delays.

Grant #	Project Period	Funds Expended	# Participants Trained (proposed/actual)	# Participants Placed (proposed/actual)	% Placed in full-time employment	Data in ACRES
BT-98161001	2002-2004	\$200,000	81/81	60/55	68%	No record
JT-97105101	2004-2006	\$150,000	68/75	51/56	74%	Yes
JT-96133201	2010-2013	\$200,000	54/69	40/40	58%	Yes
JT- 96169201	2012-2015	\$200,000	54/39	40/17 <sup>30</sup>	44%	Yes <sup>31</sup>
JT- 00A00183	2015-2018	\$192,300	52/52	39/31 <sup>32</sup>	59%	Yes
JT - 00A00363	2018-2021	\$120,000 <sup>33</sup>	52/41 <sup>34</sup>	36/20 <sup>35</sup>	TBD	Yes

For each grant, GWRI submitted all quarterly and annual grant reports in a timely manner, and continually updated the ACRES system to reflect training outcomes and all employment placements. GWRI complied with all eligibility requirements for each grant. All funds were drawn down and expended in a timely manner. All quarterly and annual reporting was completed in a timely and comprehensive manner. Communication with our EPA Project Officer has been consistent.

<sup>30</sup> 2 additional graduates pursued education instead of full-time employment.

<sup>31</sup> The fourth training session (Spring 2015) data of 9 people trained and 6 employed is not reflected in ACRES.

<sup>32</sup> 9 additional graduates pursued education instead of full-time employment.

<sup>33</sup> We will spend the remaining \$80,000 between now and the FY18 grant end date, 09/30/2021, on three upcoming job training sessions that were delayed due to Covid. We will then need additional FY21 funding to continue our job training program after that date.

<sup>34</sup> FY2018 grant period ends 09/30/2021. We will be training more students.

<sup>35</sup> FY2018 grant period ends 09/30/2021. We will be placing more graduates. 4 additional graduates pursued education instead of full-time employment.

INTERNAL REVENUE SERVICE  
P. O. BOX 2508  
CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date: APR 06 2007

Employer Identification Number:

05-0397766

DLN:

17053048785047

GROUNDWORK PROVIDENCE

8 THIRD ST  
PROVIDENCE, RI 02906

Contact Person:

GINGER L JONES

ID# 31646

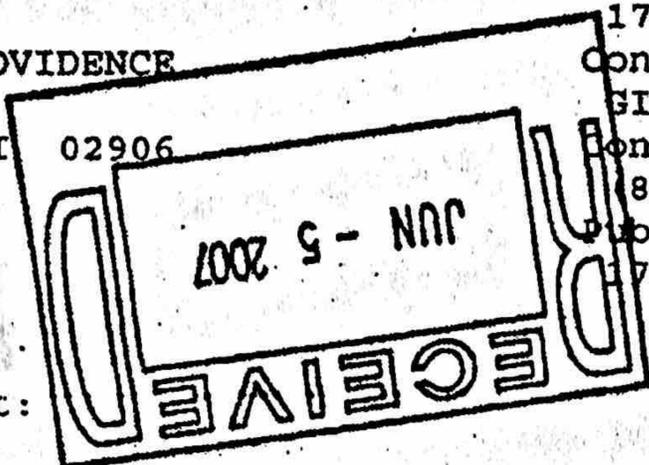
Contact Telephone Number:

(877) 829-5500

Public Charity Status:

70(b)(1)(A)(vi)

Dear Applicant:



Our letter dated August 1983, stated you would be exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code, and you would be treated as a public charity, rather than as a private foundation, during an advance ruling period.

Publication 557, Tax-Exempt Status for Your Organization, provides detailed information about your rights and responsibilities as an exempt organization. You may request a copy by calling the toll-free number for forms, (800) 829-3676. Information is also available on our Internet Web Site at [www.irs.gov](http://www.irs.gov).

If you have general questions about exempt organizations, please call our toll-free number shown in the heading.

Please keep this letter in your permanent records.

Sincerely yours,

Lois G. Lerner  
Director, Exempt Organizations  
Rulings and Agreements

Letter 1050 (DO/CG)

OGDEN UT 84201-0046

In reply refer to: 0423259911  
July 26, 2018 LTR 252C 0  
05-0397766 201706 67

00005722  
BODC: TE

GROUNDWORK RHODE ISLAND  
1005 MAIN ST UNIT 1223  
PAWTUCKET RI 02860



028037

*mailed letter*  
*1877 829 5500*  
*12/12/18*

Taxpayer Identification Number: 05-0397766

Dear Taxpayer:

Thank you for your Form 990.

We have changed the name on your account as requested. The number shown above is valid for use on all tax documents.

If you need forms, schedules, or publications, you may get them by visiting the IRS website at [www.irs.gov](http://www.irs.gov) or by calling toll-free at 1-800-TAX-FORM (1-800-829-3676).

If you have any questions, please call us toll free at 1-877-829-5500.

If you prefer, you may write to us at the address shown at the top of the first page of this letter.

Whenever you write, please include this letter and, in the spaces below, give us your telephone number with the hours we can reach you. Also, you may want to keep a copy of this letter for your records.

Telephone Number ( ) \_\_\_\_\_ Hours \_\_\_\_\_

Sincerely yours,

Robert L. Felty  
Dept. Manager, Entity

Enclosure(s):  
Copy of this letter

Groundwork Rhode Island  
 FY2021 Environmental Workforce and Job Training Grant

**Milestones Schedule for Grant Period July 1, 2021 to September 30, 2024**

Groundwork Rhode Island (GWRI) runs our own training sessions and collaborates with partners, offering training sessions that fit the needs of those organizations. Current partners include: Children’s Friend, Progreso Latino, and the Met High School.

GWRI training cycles are 6-8 weeks long using a cohort model of approximately 6 students per cycle. Partner training cycles vary: we provide a 4-week training for Children’s Friend, a 2-week training for Progreso Latino, and a multi-week training for the Met High School that typically runs only two days per week. We will be experimenting with offering winter trainings during this grant period to meet the needs of landscaping contractors and tree maintenance companies, as we tailor a training towards green infrastructure maintenance, tree work, and related topics.

The table below summarizes GWRI’s training schedule and the likely training schedule with our partners, but these are subject to change. GWRI’s only required role within our partnerships is to plan a schedule with instructors, create a recruitment flyer (if needed), and provide the training. Our partners do the student recruitment, application/interview process, and placement/tracking. GWRI aids with applications/interviews, as needed, and requires all students to fill out a GWRI application in addition to any partner-required application. GWRI also supports placement and tracking, by connecting graduates of all training sessions to environmental services employers with whom we have relationships and tracks student outcomes for our own data collection purposes.

	Cycle 1 Start	Cycle 1 Finish	Cycle 2 Start	Cycle 2 Finish
Annual Survey of Employers and Curriculum Review/Prep	July 1, 2021	September 1, 2021		
Communication with Partners	July 1, 2021	September 1, 2021	November 8, 2021	March 31, 2022
Scheduling of Current Instructors and Procurement of Additional Instructors as needed	August 1, 2021	September 1, 2021	November 8, 2021	March 31, 2022
Student Outreach and Recruitment	August 1, 2021	September 1, 2021	November 8, 2021	January 14, 2022
Application and Interview Period	August 15, 2021	September 10, 2021	January 10, 2022	January 14, 2022
GWRI Fall Training (8 weeks)	--	--	--	--
GWRI Winter Training (6 weeks)	--	--	January 17, 2022	February 25, 2023
Children’s Friend Training (4 weeks) (approx. dates)	October 4, 2021	October 29, 2021	--	--
MET HS Training (approx. dates)	October 13, 2021	November 19, 2021	--	--
Progreso Latino Training (2 weeks) (approx. dates)	--	--	February 14, 2022	February 25, 2022
Communication with Employers and Placement	November 8, 2021	February 28, 2022	March 1, 2022	August 15, 2022
Tracking	November 8, 2021	January 1, 2023	March 1, 2022	August 31, 2023

Groundwork Rhode Island  
 FY2021 Environmental Workforce and Job Training Grant

	Cycle 3 Start	Cycle 3 Finish	Cycle 4 Start	Cycle 4 Finish
Annual Survey of Employers and Curriculum Review/Prep			November 7, 2022	January 31, 2023
Communication with Partners	April 1, 2022	October 1, 2022	November 7, 2022	March 31, 2023
Scheduling of Current Instructors and Procurement of Additional Instructors as needed	April 1, 2022	September 1, 2022	November 7, 2022	March 31, 2023
Student Outreach and Recruitment	July 1, 2022	September 1, 2022	November 7, 2022	January 13, 2023
Application and Interview Period	August 15, 2022	September 9, 2022	January 9, 2023	January 13, 2023
GWRI Fall Training (8 weeks)	September 12, 2022	November 4, 2022	--	--
GWRI Winter Training (6 weeks)	--	--	January 16, 2023	February 24, 2023
Children's Friend Training (4 weeks) (approx. dates)	June 6, 2022	July 1, 2022	--	--
MET HS Training (approx. dates)	--	--	April 3, 2023	May 12, 2023
Progreso Latino Training (2 weeks) (approx. dates)	--	--	February 13, 2023	February 24, 2023
Communication with Employers and Placement	November 7, 2022	February 28, 2023	March 1, 2023	August 15, 2023
Tracking	November 7, 2022	January 1, 2024	March 1, 2023	September 30, 2024

### Appendix 3 - Other Factors Checklist

Please identify with an X any of the items below which may apply to your proposed Environmental Workforce Development and Job Training Grant project area as described in your application. Also, provide the page number and where the information is located within your application on how you meet the factor on the line provided next to each factor. EPA may verify these disclosures and supporting information prior to selection and may consider this information during the evaluation process.

Fair distribution of funds between urban and non-urban areas, including an equitable distribution of funds to "micro" communities (those communities with populations of 10,000 or less). Provide your total population count below.  
313,319 - urban - found in cover letter

Fair distribution of funds between new applicants and previous job training grant recipients; ("New" applicants are defined as organizations that have not received EPA brownfields job training grant funding since 2012) Indicate whether you have ever received EPA EWDJT grant funding before, and if so, in what year(s) did you receive funding?  
found on pg. 15 - 2002, 2004, 2010, 2012, 2015, 2018

Whether the applicant is a federally recognized Indian Tribe or United States Territory, or is an organization that will primarily serve tribal or territorial residents.  
N/A

Applications that seek to serve veterans.  
We serve veterans but not exclusively.  
found on pg. 10-11

Whether the applicant's project is located in an IRS-designated Qualified Opportunity Zone.  
yes, Providence County has QOZ's  
(not included in application)



**RHODE ISLAND**  
**DEPARTMENT OF ENVIRONMENTAL MANAGEMENT**  
**OFFICE OF THE DIRECTOR**  
235 Promenade Street, Room 425  
Providence, Rhode Island 02908

September 17, 2020

Amelia Rose, Executive Director  
Groundwork Rhode Island  
1005 Main Street #1223  
Pawtucket, RI 02860

Dear Amelia,

I am writing to express my strong support of Groundwork Rhode Island's proposal for a U.S. EPA Environmental Workforce Development and Job Training Grant. For 38 years, Groundwork Rhode Island has worked with the community to make our state cleaner, healthier and more resilient through environmental job training and employment programs, neighborhood projects, after-school and summer youth activities, and partnerships with local organizations and businesses. As described in more detail below, Groundwork Rhode Island has coordinated with the Rhode Island Department of Environmental Management (DEM) on many of these ventures.

GWRI's job training program provides residents of our state with needed skills and certifications that make them more competitive job applicants in the environmental sector and beyond. DEM commits to supporting GWRI in the continued development of its job training as well as other programs. Specifically, DEM's Office of Land Revitalization and Sustainable Materials Management Site Remediation Program is a current recipient of multiple EPA Brownfields Assessment Grants. The sites that will be covered by our grant can provide GWRI trainees with contextualized educational opportunities as case studies in the training program. We also will connect GWRI with our contractors for each site, as appropriate, in order to offer learning opportunities "in the field" to demonstrate to trainees what assessment work is and does for urban communities in particular. We will encourage our assessment and remediation contractors as well to accept applications and resumes of training graduates for entry-level positions.

In addition, DEM has been pleased to work closely with GWRI over the past year to bring about the remediation of a vacant brownfield site in Providence's West End neighborhood. This site, located at 34 Fuller Street/37 Westfield Street, Providence, is currently being leased by GWRI who is also coordinating the remediation process, collaborating with local environmental consultants, and redeveloping the site as a future food scrap composting site. This project is a perfect opportunity to educate job training students and other residents about brownfield cleanup efforts, engage HAZWOPER-certified students in appropriate site cleanup efforts (such as site prep and clearing of illegal dumping, etc.), and build strong connections and relationships with local contractors that will serve your training program well. DEM is more than happy to help further those outcomes in whatever way we can.

DEM has also been working with GWRI on numerous green infrastructure (GI) and stormwater management projects over the past few years as well; all of which have provided hands-on training for participants in GWRI's job training program as well as employment opportunities for their GroundCorp landscape crew that hires training graduates. These projects have included a \$50,000 grant to install various GI features in the Huntington Business Park adjacent to Providence's Mashapaug Pond, a \$40,560 Bay Watershed Restoration Fund grant that funded Providence's first public street tree pits with curb cuts to allow stormwater infiltration, and most recently \$230,000 in state bond funding to conduct climate resilience projects in Providence, Pawtucket, and Bristol that will engage residents in nature-based stormwater retrofits at their homes to address flooding and urban heat island

impacts. GWRI will be working with two other partners, the Woonasquatucket River Watershed Council and the Eastern RI Conservation District, on that project over the next few years.

Thank you for the opportunity to submit DEM's letter of support. DEM is excited by our partnership to improve the urban environment and create new employment and training opportunities for local residents and looks forward to finding more opportunities to collaborate. I hope that your grant application is favorably received by EPA. If you have any questions or require further information, please do not hesitate to contact Cory DiPietro at 401.222.2797 x 2030 or [cory.dipietro@dem.ri.gov](mailto:cory.dipietro@dem.ri.gov), or me at 401.222.4700 x 2409 or [janet.coit@dem.ri.gov](mailto:janet.coit@dem.ri.gov).

Sincerely,

Janet Coit



# PROVIDENCE HOUSING AUTHORITY

100 BROAD STREET  
PROVIDENCE, RI 02903-4129  
TEL. 401-751-6400



September 22, 2020

Amelia Rose, Executive Director  
Groundwork Rhode Island  
1005 Main Street #1223  
Pawtucket, RI 02860

Dear Amelia,

I am writing to express my strong support of Groundwork Rhode Island's proposal for a U.S. EPA Environmental Workforce Development and Job Training Grant. For 38 years, Groundwork Rhode Island has worked with the community to make our state cleaner, healthier and more resilient through environmental job training and employment programs, neighborhood projects, after-school and summer youth activities, and partnerships with local organizations and businesses. As described in more detail below, Groundwork Rhode Island has coordinated with the Providence Housing Authority (PHA) on many of these ventures.

The PHA is glad to have partnered with Groundwork Rhode Island (GWRI) on its environmental job training program for many years. For a number of years, PHA offered GWRI free and reduced fee use of our Education and Training Center space located at the Codding Court family development. In addition, GWRI partnered with the PHA on our Jobs Plus Initiative, which is just wrapping up this month after four years of work. While PHA is no longer able to provide space at Codding Court, we look forward to continue partnering in other ways with GWRI's job training program. We will continue to advertise the job training program to our residents and will look for good fits among the youth and young adults ages 16-24 participating in our new WIOA youth program as well as other residents who are working with our various resident service programs focused on employment and self sufficiency.

GWRI has had success in providing job training programs for the underemployed, less formally educated, formerly-incarcerated, and other populations who face barriers to employment, which is so important to our organization. Over 350 people have graduated from GWRI's programs since 2002. With an average placement rate of 70%, graduates have gone on to find employment as lead and asbestos abatement technicians, weatherization and energy efficiency specialists, general laborers, and much more.

We look forward to continuing our partnership with GWRI and finding more ways to collaborate and support Providence residents in their efforts to improve their lives and find meaningful training, education, and employment opportunities.

If you have any questions or require further information, please do not hesitate to contact me at [pasen@provhousing.org](mailto:pasen@provhousing.org) or 401-709-1102.

Sincerely,

A handwritten signature in black ink, appearing to read "Peter Asen", is written over a light blue horizontal line.

Peter Asen  
Director of Strategy and Development

[www.ProvHousing.org](http://www.ProvHousing.org)



September 22, 2020

Amelia Rose, Executive Director  
Groundwork Rhode Island  
1005 Main Street #1223  
Pawtucket, RI 02860

Dear Amelia,

I am writing to express my strong support of Groundwork Rhode Island's proposal for a U.S. EPA Environmental Workforce Development and Job Training Grant. For 38 years, Groundwork Rhode Island has worked with the community to make our state cleaner, healthier and more resilient through environmental job training and employment programs, neighborhood projects, after-school and summer youth activities, and partnerships with local organizations and businesses. Progreso Latino is excited to continue our partnership with your organization.

Progreso Latino was founded in 1977 to serve Rhode Island's Latinx and immigrant communities. Progreso Latino's programs include adult education, early childhood education, senior services, health and wellness, workforce development, youth development, domestic violence intervention and prevention programs, Volunteer Income Tax Assistance, immigration and social services, and emergency food relief. We have developed strong relationships with community partners throughout the state and have touched the lives of tens of thousands of individuals.

For the past two winters we had the good fortune of contracting with Groundwork Rhode Island (GWRI) to offer two weeks of Spanish-language training for members of our community focused on the environmental services sector, specifically OSHA 10, HAZWOPER, and Lead RRP. This training complements Progreso's pre-existing wrap-around services that help clients find employment including assisting with resume-writing, job search techniques, and soft skills training, as well as address issues around childcare, transportation, and other challenges.

We deeply appreciate the training that GWRI provides to the community, especially as many of the residents we serve already work or have previously worked in relevant industries such as construction, commercial/industrial cleaning, and landscaping. Through GWRI's training we have seen participants gain valuable certifications, which have made their pursuit of employment easier and made their experience on the job safer. Progreso also appreciates GWRI staff keeping in touch after the program ends to provide additional resources to aid our clients in successful job searches.

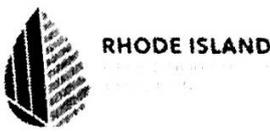
Progreso Latino plans to continue partnering with GWRI for the foreseeable future. While we do not know what our ability to host a training will be in winter 2021 due to Covid-19, we are confident that in future winters we will be able to resume in-person trainings or develop a plan for virtual trainings if needed.

On behalf of Progreso Latino, I look forward to continuing to work with you and your team. I hope that your grant application is favorably received by EPA. If you have any questions or require further information, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "Mario Bueno", with a long horizontal flourish extending to the right.

Mario Bueno, Executive Director  
626 Broad Street, Central Falls, RI 02863  
(401) 728-5920



September 22, 2020

[stormwaterinnovation.org](http://stormwaterinnovation.org)

Amelia Rose, Executive Director  
Groundwork Rhode Island  
1005 Main Street #1223  
Pawtucket, RI 02860

Dear Amelia,

We strongly support Groundwork Rhode Island's proposal for a U.S. EPA Environmental Workforce Development and Job Training Grant. For 38 years, Groundwork Rhode Island (GWRI) has worked with the community to make our state cleaner, healthier and more resilient through environmental job training and employment programs, neighborhood improvement projects, after-school and summer youth activities, and partnerships with local organizations and businesses. We are excited to have GWRI's participation in the Providence Stormwater Innovation Center (PSIC).

The goal of the PSIC is to demonstrate to communities throughout Rhode Island and Southeast New England strategies for improving urban water quality and wildlife habitat through the use of innovative green stormwater practices. A wide range of green infrastructure (GI) has already been implemented in Roger Williams Park to reduce stormwater contaminants from entering the ponds and degrading water quality. The Stormwater Innovation Center uses these structures and practices to provide hands-on training for municipalities, engineers, construction companies, and scientists to learn from the successes and failures of their design, implementation, and maintenance. The PSIC is also interested in exploring strategies for maximizing the use of trees in stormwater practices to build tree canopy in urban areas.

The PSIC partners include the RI Green Infrastructure Coalition, the Providence Parks Department, the SNEP Network, and the University of New Hampshire Stormwater Center. In our work with state and local agencies and industry professionals, we identified an increasing need to develop a strong workforce to build green infrastructure and maintain it. As the state and municipalities are under intensified enforcement pressure to comply with stormwater management mandates, they are increasingly looking to natural infrastructure solutions. However, many of the early installations have failed from initial design flaws, improper installation, neglect or from inappropriate maintenance. These challenges come when a design does not incorporate the capabilities of maintenance staff, when the construction team makes substitutions or errors because it does not understand the function of specified materials, and from not weeding invasive plants or mowing critical bioswale plantings. Having a trained workforce at the ready at every stage of this process will be essential to making sure communities can achieve the water quality and other benefits of natural infrastructure.

GWRI has been successful in providing environmental sector job training and employment programs for the unemployed, underemployed, less formally educated, formerly-incarcerated, and other populations who face barriers to employment. The mix of classroom-based certifications and hands-on field work you provide, in stormwater projects especially, are great training components that give graduates a broad base of awareness of this burgeoning sector. We look forward to using the Innovation Center at Roger Williams Park as a training ground for GWRI students and others. And we look forward to working together to create a training module on green infrastructure maintenance that will be beneficial to your students as well as municipal employees and other local landscape professionals.

Collaborating with GWRI aligns with our goals to develop and train a new green infrastructure workforce. Our team commits to providing GWRI students with contextualized educational opportunities as case studies in the training program, such as past green infrastructure projects that have led to improved water quality outcomes around the state. We will connect GWRI with contractors for future GI projects, as appropriate, in order to offer learning opportunities in the field to demonstrate to trainees what green stormwater infrastructure is and does for urban waterways and communities. We will also support GWRI's efforts by encouraging landscaping construction contractors to accept applications and resumes of training graduates for entry-level positions. Many of the companies the Parks Department has worked with recently on projects in Roger Williams Park have been union companies that draw from the Laborers' Union, which is also an effective pathway for GWRI graduates, through the Laborers' Apprenticeship Program.

We look forward to working together more with you and your team on this exciting collaboration. If you have any questions or require further information, please do not hesitate to contact Sheila Dormody at [sheila.dormody@tnc.org](mailto:sheila.dormody@tnc.org).

Sincerely,

Sheila Dormody  
Green Infrastructure Coalition

Brian F. Byrnes

Brian Byrnes  
Providence Parks Department

Jamie Houle  
UNH Stormwater Center

Martha Sheils  
SNEP Network



**GREEN**  
SITE SERVICES GROUP

September 15, 2020

Ms. Amelia Rose, Executive Director  
Groundwork Rhode Island  
1005 Main Street #1223  
Pawtucket, RI 02860

Re: Letter of Recommendation

Dear Ms. Rose,

I am writing to express my strong support of Groundwork Rhode Island's proposal for a U.S. EPA Environmental Workforce Development and Job Training Grant. I was introduced to Groundwork's program through a colleague in the environmental services industry and recently attended a remote presentation you provided with an overview of your programs.

It was helpful to learn that for over 38 years, Groundwork Rhode Island has worked with the community to make Rhode Island cleaner, healthier and more resilient through environmental job training and employment programs, neighborhood projects, after-school and summer youth activities, and partnerships with local organizations and businesses. I was most impressed with the training and certifications offered such as HAZWOPER, Lead Renovator, and Asbestos Worker. Such qualifications which will set your graduates apart and make them very competitive job applicants.

The hands-on training provided which focuses on green stormwater management and sustainable landscaping introduces participants to useful industry tools and machinery. Through this 8-week fieldwork program, the participants' interest and work ethic are well established which helps to position each graduate for success in the environmental field services sector. We look forward to working with the graduates of Groundwork Rhode Island in our company.

Sincerely,  
Green Site Services Group, Inc.

A handwritten signature in black ink that reads "Matthew C. Clark". The signature is written in a cursive, flowing style.

Matthew C. Clark  
President

Leo J. Perrotta  
Director



Jorge O. Elorza  
Mayor

DEPARTMENT OF PUBLIC WORKS  
*"Building Pride in Providence"*

September 22, 2020

Amelia Rose, Executive Director  
Groundwork Rhode Island  
1005 Main Street #1223  
Pawtucket, RI 02860

Dear Amelia,

I am writing to express my strong support of Groundwork Rhode Island's proposal for a U.S. EPA Environmental Workforce Development and Job Training Grant. For 38 years, Groundwork Rhode Island (GWRI) has worked with the community to make our state cleaner, healthier and more resilient through environmental job training and employment programs, neighborhood improvement projects, after-school and summer youth activities, and partnerships with local organizations and businesses. The Providence Department of Public Works (DPW) is excited to strengthen our partnership with your organization.

Stormwater management is a key concern for the City of Providence. The City is actively working towards improving its actions and procedures to improve and mitigate stormwater runoff. Public participation and community support are crucial in moving the City's stormwater management program forward, and there is a tremendous need for a trained workforce to assist in building and maintaining nature-based green infrastructure solutions.

DPW understands that GWRI has had many years of successfully providing environmental sector job training and employment programs for the unemployed, underemployed, less formally-educated, formerly-incarcerated, and other populations who face barriers to employment. I applaud these efforts and am especially glad that through GWRI's job training program and paid GroundCorp landscape team, which is made up of training graduates, we have been able to work together to install multiple green infrastructure projects around Providence that are helping mitigate stormwater pollution. In fact, right now, we are working together on installing 48 right-of-way bioswales in four local watersheds through a 2019 SNEP grant; GWRI has done a great job with installation and being responsive to maintenance needs of already-installed projects.

Moving forward, Providence DPW would be happy to identify opportunities to further collaborate on projects that support environmental outcomes under the purview of our Department. This could take the form of mentoring arrangements, providing speakers at your trainings, and sharing job openings and other opportunities.

We look forward to working together more with you and your team. If you have any questions or require further information, please do not hesitate to contact me at (401) 680-7515 or [chochman@providenceri.gov](mailto:chochman@providenceri.gov)

Sincerely,

/s/

Craig J. Hochman, P.E.  
Deputy Chief Engineer



September 22, 2020

Amelia Rose, Executive Director  
Groundwork Rhode Island  
1005 Main Street #1223  
Pawtucket, RI 02860

Dear Amelia,

I am writing to express my strong support of Groundwork Rhode Island's proposal for a U.S. EPA Environmental Workforce Development and Job Training Grant. For 38 years, Groundwork Rhode Island has worked with the community to make our state cleaner, healthier and more resilient through environmental job training and employment programs, neighborhood projects, after-school and summer youth activities, and partnerships with local organizations and businesses. Genesis Center has been a partner in these efforts and looks forward to strengthening our work together.

Genesis Center provides high quality education, job training and support services to people of diverse cultures, including speakers of languages other than English, the refugee and immigrant community, and other local residents, so that they can achieve economic independence and participate fully in society. One of the programs we run is the Financial Opportunity Center as a complement to our culinary and health care sector job training programs. The FOC bundles numerous services that local residents, including Groundwork's job training students, can access, including one-on-one financial coaching, assistance with benefits access, income supports, and clothing/uniform vouchers. In addition, we offer job search assistance, resume help, conflict resolution, and job retention strategies training that we are happy to provide to Groundwork students as well.

GWRI has had success in providing environmental sector job training programs for the underemployed, less formally educated, formerly incarcerated, and other populations who face barriers to employment, which is so important to our organization as well. Knowing more about your program will allow us to send you referrals from our agency when our clients express an interest in general labor and construction fields, lead abatement, home repair, and painting, and sustainable landscaping, tree work, and stormwater management. This is an exciting complement to our existing training programs. We look forward to continuing our partnership with GWRI and finding more ways to collaborate and support Providence residents in their efforts to improve their lives and find meaningful training, education, and employment opportunities.

If you have any questions or require further information, please do not hesitate to contact me at [scarroll@gcenter.org](mailto:scarroll@gcenter.org) or 401-419-9044.

Sincerely,



Shannon Carroll  
President & CEO



# Children's FRIEND

Making a difference...  
one child at a time.



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David Caprio

CONTACT

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Providence, RI 02903

401.276.4300.p

401.331.3285.f

401.729.5899.uld

childrensfriendri.org



September 22, 2020

Amelia Rose, Executive Director  
Groundwork Rhode Island  
1005 Main Street #1223  
Pawtucket, RI 02860

Dear Amelia,

I am writing to express my strong support of Groundwork Rhode Island's proposal for a U.S. EPA Environmental Workforce Development and Job Training Grant. For 38 years, Groundwork Rhode Island has worked with the community to make our state cleaner, healthier and more resilient through environmental job training and employment programs, neighborhood projects, after-school and summer youth activities, and partnerships with local organizations and businesses. Children's Friend is excited to continue our partnership with your organization.

Children's Friend is Rhode Island's oldest child welfare organization and a leading provider of child welfare, family support, mental health, and child development services. We serve more than 30,000 of Rhode Island's most vulnerable children and their families each year. We have been running a job training program for fathers of children in our various programs for six years.

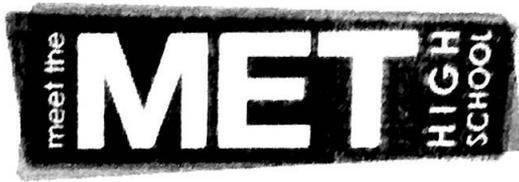
For the past three years we had the good fortune of contracting with Groundwork Rhode Island (GWRI) to offer 4 weeks of training focused on the environmental services sector, as part of our longer 12 week Dads Job Training program that includes a curriculum on fatherhood, resume-writing, job search techniques, and soft skills training. We deeply appreciate the training that GWRI provides to our Dads; the classroom training and hands-on field projects focused on landscaping, green stormwater infrastructure, composting, and brownfields cleanup have all been rewarding for our participants. Through GWRI's training we have seen participants gain valuable certifications and experience that has made their pursuit of employment after graduating easier. Our participants have also found GWRI staff very helpful in providing resources to them that have aided in successful job searches.

Children's Friend is planning to continue our job training program for Dads in 2021 and beyond. We look forward to working closely with GWRI again to provide additional training and certifications that we could not otherwise provide. This year we contracted with GWRI for \$7,000 per session to offer their training to our Dads. However, we are grateful that GWRI had EPA job training funding that could provide a match so that we could offer HAZWOPER to our participants as well. Without the EPA funding as a base, GWRI would not have had the ability to participate in our training program at all, which would have been a tremendous loss for our Dads.

On behalf of Children's Friend, I look forward to continuing to work with you and your team. I hope that your grant application is favorably received by EPA. If you have any questions or require further information, please do not hesitate to contact me.

Sincerely,

Susan M. Grant  
Supervisor, Dads Job Training Program  
(401) 721-6474  
[sgrant@cfsri.org](mailto:sgrant@cfsri.org)



## The Metropolitan Regional Career and Technical Center

### Public Street Campus

325 Public Street - Providence, RI 02905  
Newport, RI 02840

### Peace Street Campus

362 Dexter Street - Providence, RI 02907

### Paul Crowley Campus

115 Girard Avenue

Contact us: (401) 752-2600 - [www.themethighschool.org](http://www.themethighschool.org)

September 21, 2020

Amelia Rose, Executive Director  
Groundwork Rhode Island  
1005 Main Street #1223  
Pawtucket, RI 02860

Dear Amelia,

I am writing to express my strong support of Groundwork Rhode Island's proposal for a U.S. EPA Environmental Workforce Development and Job Training Grant. For 38 years, Groundwork Rhode Island (GWRI) has worked with the community to make our state cleaner, healthier and more resilient through environmental job training and employment programs, neighborhood projects, after-school and summer youth activities, and partnerships with local organizations and businesses. The Met High School is excited to continue our partnership with your organization.

The Met is a network of six small, public high schools located in Providence and Newport, RI. With high standards and strong family engagement, the Met's individualized learning approach has proven successful in unlocking students' passion for learning. The Met empowers its students to take charge of their learning, to become responsible citizens and life-long learners. The hallmarks of a Met education include internships, individual learning plans, advisory, and a breakthrough college transition program.

As you know, we have had the good fortune of referring older Met students in their senior year to GWRI's 8-week job training program for many years. We deeply appreciate the training that GWRI provides to our students - the classroom training in the environmental services sector and hands-on field projects focused on landscaping, green stormwater infrastructure, composting, and brownfields cleanup have all been rewarding for our students. Through GWRI's training we have seen students who are interested in pursuing hands-on, labor, construction, and related fields gain valuable certifications and experience that has made their pursuit of employment after graduating easier. Our participants have also found GWRI staff very helpful in providing resources to them that have aided in successful job searches.

We look forward to working closely with GWRI to continue providing training and certifications that we could not otherwise provide to our students. We appreciate GWRI finding ways to tailor specific trainings just for our students as well, which will complement the workforce readiness efforts we already offer to all Met students such as resume writing, interview skills, general education, and more.

On behalf of the Met, I look forward to continuing to work with you and your team. I hope that your grant application is favorably received by EPA. If you have any questions or require further information, please do not hesitate to contact me.

Sincerely,

Arthur E Baraf  
Principal  
[abaraf@metmail.org](mailto:abaraf@metmail.org)  
401-752-2680



Aerotek Inc.  
25 Braintree Hill Park Suite 402  
Braintree, MA 02184  
Aerotek Recruiting Manager- Kimberly Findlay  
781-356-6923  
[kimendoza@aerotek.com](mailto:kimendoza@aerotek.com)

September 22, 2020

Amelia Rose, Executive Director  
Groundwork Rhode Island  
1005 Main Street #1223  
Pawtucket, RI 02860

Dear Amelia,

I am writing to express my strong support of Groundwork Rhode Island's proposal for a U.S. EPA Environmental Workforce Development and Job Training Grant. For 38 years, Groundwork Rhode Island has worked with the community to make Rhode Island cleaner, healthier and more resilient through environmental job training and employment programs, neighborhood projects, after-school and summer youth activities, and partnerships with local organizations and businesses. Aerotek is excited to strengthen our partnership with your organization.

GWRI has successfully provided job training programs for the underemployed, less formally-educated, formerly-incarcerated, and other populations who face barriers to employment. Over 350 people have graduated from GWRI's programs since 2002; and with an average placement rate of 70%, graduates have gone on to find employment as lead and asbestos abatement technicians, weatherization and energy efficiency specialists, general laborers, landscapers, and more.

I have had the opportunity to meet with many of your graduates over the past few years while helping match them with potential environmental sector employers. Your program offers an array of beneficial certifications such as HAZWOPER, Lead Renovator, Asbestos Worker, and others that make your training graduates very competitive job applicants. The hands-on training you also do focused on green stormwater management and sustainable landscaping introduces participants to useful tools and machinery; and through this fieldwork you get to see the extent of the participants' interest in environmental sector work and their work ethic over the course of the 8-week program. This first-hand knowledge of each graduate makes GWRI a great source of potential recruits for the employers we work with, because employers can trust your recommendations.

On behalf of Aerotek, I look forward to continuing to work with you and your team. I hope that your grant application is favorably received by EPA. If you have any questions or require further information, please do not hesitate to contact Kimberly Findlay, Account Recruiting Manager at [kimendoza@aerotek.com](mailto:kimendoza@aerotek.com) or at 781-356-6923.

Sincerely,



Kimberly Findlay



September 22, 2020

Amelia Rose, Executive Director  
Groundwork Rhode Island  
1005 Main Street #1223  
Pawtucket, RI 02860

Dear Amelia,

I am writing to express my strong support of Groundwork Rhode Island's proposal for a U.S. EPA Environmental Workforce Development and Job Training Grant. For 38 years, Groundwork Rhode Island has worked with the community to make our state cleaner, healthier and more resilient through environmental job training and employment programs, neighborhood projects, after-school and summer youth activities, and partnerships with local organizations and businesses. RI Housing is glad to count on Groundwork RI as a committed partner on many of our mutual efforts.

We have been working with Groundwork RI for many years. Recently, under a new grant from the U.S. Department of Housing and Urban Development, RI Housing has received funding to attend to homes located in Central Falls and Pawtucket in need of lead remediation inside the homes as well as outside. Groundwork has successfully put in bids and implemented landscaping work to make the yards of many homes lead-safe in the past. We expect many more successful projects over the next few years as this grant continues. It has been a pleasure working with Steve Ricci, Groundwork RI's Director of Field Operations and the GroundCorp crew.

RI Housing is glad to have Groundwork RI's landscaping services, as it is often difficult to find lead-safe contractors who are able to perform either interior or exterior lead remediation. I understand that Groundwork also trains unemployed and underemployed RI residents in lead-safe work practices through the 8 Hour Lead RRP training. That is a crucial training for all Rhode Islanders to understand the impact of lead in their homes because of our older housing stock. And, in addition, it is a valuable training for folks looking for work in the environmental sector because there is a dearth of available lead contractors ready and able to perform interior and exterior lead abatement work on homes.

Lastly, Groundwork RI was the end recipient of a grant from RI Housing awarded to the Pawtucket Central Falls Development Corporation in 2016. The grant allowed Groundwork to run a green infrastructure-focused job training program in Pawtucket and Central Falls, where they implemented over 13 landscaping and stormwater management improvement projects on PCF Development properties. It is collaborations like these that bring together important threads around affordable housing, environment, and livability that make for successful place-making strategies that RI Housing is committed to bringing to fruition.

I look forward to strengthening our partnership in the years to come. I hope that your grant application is favorably received by EPA. RI Housing is committed to supporting your job training program and helping develop future lead contractors as there is such a significant need in our state. If you have any questions or require further information, please do not hesitate to contact me.

Sincerely,



Eric Shorter  
Director of Development

September 22, 2020

Amelia Rose, Executive Director  
Groundwork Rhode Island  
1005 Main Street #1223  
Pawtucket, RI 02860

Dear Amelia,

I am writing to express my strong support of Groundwork Rhode Island's proposal for a U.S. EPA Environmental Workforce Development and Job Training Grant. For 38 years, Groundwork Rhode Island has worked with the community to make our state cleaner, healthier and more resilient through environmental job training and employment programs, neighborhood projects, after-school and summer youth activities, and partnerships with local organizations and businesses. Tremco Roofing, and our subsidiary Weatherproofing Technologies, Inc., is excited to strengthen our partnership with your organization.

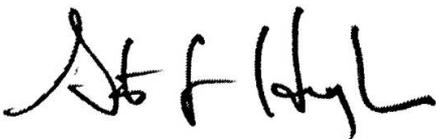
GWRI has had much success providing job training programs for the underemployed, less formally educated, formerly-incarcerated, and other populations who face barriers to employment. Approximately 300 people have graduated from GWRI's programs since 2002; and with an average placement rate of 70%, graduates have gone on to find employment as lead and asbestos abatement technicians, weatherization and energy efficiency specialists, general laborers, landscapers, and more.

Tremco specializes in managing roofing and building life cycles for customers in all industries, including education, healthcare, government, manufacturing, and more. In the past few years we have interviewed and hired several GWRI job training graduates. We regularly have job positions to fill in the Rhode Island area, and sincerely hope there are more opportunities to interview and hire training graduates again in the future. Personally, I have enjoyed delivering presentations to your training participants for the past few years about Tremco's work. My presentation focuses on green roofs and other sustainable roofing practices that have helped our customers obtain quality, long-lasting roofs while also doing their part to improve our environment.

Your program offers an array of highly beneficial certifications such as HAZWOPER, Lead Renovator, Asbestos Worker, and others that make your training graduates very competitive job applicants. The hands-on training you also do focused on green stormwater management and sustainable landscaping introduces participants to useful tools and machinery, and you get to see the extent of the participants' interest in environmental sector work and their work ethic over the course of the 8-week program. This first-hand knowledge of each graduate makes GWRI a great source of potential quality employees.

On behalf of Tremco, I look forward to continuing to work with you and your team. I hope that your grant application is favorably received by EPA. If you have any questions or require further information, please do not hesitate to contact me at my contact info listed below.

Sincerely,



Steven L. Hughes, AIA, LEED AP  
Northeast Regional Architectural Program Manager  
Tremco Roofing and Building Maintenance  
[shughes@tremcoinc.com](mailto:shughes@tremcoinc.com) (508) 846-8526

**TREMCO**  
Roofing & Building Maintenance Division

Application for Federal Assistance SF-424		
* 1. Type of Submission: <input type="checkbox"/> Preapplication <input checked="" type="checkbox"/> Application <input type="checkbox"/> Changed/Corrected Application	* 2. Type of Application: <input checked="" type="checkbox"/> New <input type="checkbox"/> Continuation <input type="checkbox"/> Revision	* If Revision, select appropriate letter(s): <input type="text"/> * Other (Specify): <input type="text"/>
* 3. Date Received: <input type="text" value="09/22/2020"/>	4. Applicant Identifier: <input type="text"/>	
5a. Federal Entity Identifier: <input type="text"/>	5b. Federal Award Identifier: <input type="text"/>	
<b>State Use Only:</b>		
6. Date Received by State: <input type="text"/>	7. State Application Identifier: <input type="text"/>	
<b>8. APPLICANT INFORMATION:</b>		
* a. Legal Name: <input type="text" value="Groundwork Rhode Island"/>		
* b. Employer/Taxpayer Identification Number (EIN/TIN): <input type="text" value="REDACTED"/>	* c. Organizational DUNS: <input type="text" value="9475179750000"/>	
<b>d. Address:</b>		
* Street1: <input type="text" value="1005 Main Street Unit 1223"/>	Street2: <input type="text"/>	
* City: <input type="text" value="Pawtucket"/>	County/Parish: <input type="text"/>	
* State: <input type="text" value="RI: Rhode Island"/>	Province: <input type="text"/>	
* Country: <input type="text" value="USA: UNITED STATES"/>	* Zip / Postal Code: <input type="text" value="02860-0000"/>	
<b>e. Organizational Unit:</b>		
Department Name: <input type="text"/>	Division Name: <input type="text"/>	
<b>f. Name and contact information of person to be contacted on matters involving this application:</b>		
Prefix: <input type="text"/>	* First Name: <input type="text" value="Amelia"/>	
Middle Name: <input type="text"/>	* Last Name: <input type="text" value="Rose"/>	
Suffix: <input type="text"/>	Title: <input type="text"/>	
Organizational Affiliation: <input type="text"/>		
* Telephone Number: <input type="text" value="(401) 305-7174"/>	Fax Number: <input type="text"/>	
* Email: <input type="text" value="arose@groundworkri.org"/>		

**Application for Federal Assistance SF-424**

**\* 9. Type of Applicant 1: Select Applicant Type:**

M: Nonprofit with 501C3 IRS Status (Other than Institution of Higher Education)

Type of Applicant 2: Select Applicant Type:

Type of Applicant 3: Select Applicant Type:

\* Other (specify):

**\* 10. Name of Federal Agency:**

Environmental Protection Agency

**11. Catalog of Federal Domestic Assistance Number:**

66.815

CFDA Title:

Environmental Workforce Development and Job Training Cooperative Agreements

**\* 12. Funding Opportunity Number:**

EPA-OLEM-OBLR-20-03

\* Title:

FY21 ENVIRONMENTAL WORKFORCE DEVELOPMENT AND JOB TRAINING (EWDJT) GRANTS

**13. Competition Identification Number:**

Title:

**14. Areas Affected by Project (Cities, Counties, States, etc.):**

Add Attachment

Delete Attachment

View Attachment

**\* 15. Descriptive Title of Applicant's Project:**

Groundwork Rhode Island Environmental Job Training Program

Attach supporting documents as specified in agency instructions.

Add Attachments

Delete Attachments

View Attachments

**Application for Federal Assistance SF-424**

**16. Congressional Districts Of:**

\* a. Applicant

\* b. Program/Project

Attach an additional list of Program/Project Congressional Districts if needed.

Add Attachment

Delete Attachment

View Attachment

**17. Proposed Project:**

\* a. Start Date:

\* b. End Date:

**18. Estimated Funding (\$):**

* a. Federal	<input type="text" value="200,000.00"/>
* b. Applicant	<input type="text" value="0.00"/>
* c. State	<input type="text" value="0.00"/>
* d. Local	<input type="text" value="0.00"/>
* e. Other	<input type="text" value="0.00"/>
* f. Program Income	<input type="text" value="0.00"/>
* g. TOTAL	<input type="text" value="200,000.00"/>

**\* 19. Is Application Subject to Review By State Under Executive Order 12372 Process?**

a. This application was made available to the State under the Executive Order 12372 Process for review on

b. Program is subject to E.O. 12372 but has not been selected by the State for review.

c. Program is not covered by E.O. 12372.

**\* 20. Is the Applicant Delinquent On Any Federal Debt? (If "Yes," provide explanation in attachment.)**

Yes  No

If "Yes", provide explanation and attach

Add Attachment

Delete Attachment

View Attachment

**21. \*By signing this application, I certify (1) to the statements contained in the list of certifications\*\* and (2) that the statements herein are true, complete and accurate to the best of my knowledge. I also provide the required assurances\*\* and agree to comply with any resulting terms if I accept an award. I am aware that any false, fictitious, or fraudulent statements or claims may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 218, Section 1001)**

\*\* I AGREE

\*\* The list of certifications and assurances, or an internet site where you may obtain this list, is contained in the announcement or agency specific instructions.

**Authorized Representative:**

Prefix:  \* First Name:

Middle Name:

\* Last Name:

Suffix:

\* Title:

\* Telephone Number:  Fax Number:

\* Email:

\* Signature of Authorized Representative:  \* Date Signed: